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ABSTRACT

The directory begins with a summary of unionization activities among college faculty for the 1989 calendar year. It is concluded that there were no significant events in academic collective bargaining during the year, with faculty unions concentrating resources on servicing their members and preserving affiliations. The faculty contracts and bargaining agents are listed in chart form by state with information provided on institution, bargaining agent/s, unit size, date of current agent election, date of initial contract, type of institution, number of campuses, and contract expiration date. Also provided are similar data for adjunct faculty contracts, and graduate and teaching assistant contracts. Additional information is provided covering faculty collective bargaining at Canadian universities. A summary of elections in the United States during 1989 is detailed by institution. Eighteen tables provide detailed statistical analysis. (DB)

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ED319309

Volume 16, January 1990

Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education

Joel M. Douglas
with
Beth Genya Or

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THE NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS–BARUCH COLLEGE CITY UNIVERSITY OF NEW YORK

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UNIONIZATION AMONG COLLEGE FACULTY
January 1 - December 31, 1989

INTRODUCTION

Faculty unionization continued to increase in 1989 marking the sixth consecutive year in which such growth was recorded. Although the increases were minimal, they should be contrasted with an environment which continues to show decreases in the overall unionized sector. The percentage of unionization in the American work force is estimated at 17 percent, while organized faculty constitute approximately 30 percent of the professoriate. Faculty continue to accept collective bargaining as a means of regulating their employment relationships. Of the 14 elections held in 1989, faculty unions were successful in 11. In four elections, new agents were elected while in seven, changes in agent status were reported. Three elections resulted in "No-Agent" victories.

As we have previously reported, the gulf between private sector and public sector organizing is inordinate. Only one election (Post College) occurred this year at a private institution. The one voluntary decertification also occurred at a private college. The impact of the decision on the United States Supreme Court in NLRB v. Yeshiva University, 444 U.S. 672 (1980) which found that faculty at that university were managerial employees and not entitled to bargain under the protection of the National Labor Relations Act remains substantial. There is virtually no incentive for the national unions to organize private institutions nor does there appear to be any success by private sector faculty seeking bargaining rights. The number of private sector bargaining agents stands at 70 while at public institutions, the number is 396.

AGENTS ELECTED

Fourteen bargaining agent elections were held in 1989 with four new agents elected including two units at Santa Rosa Junior College, one at Cincinnati Technical College and one at the University of Pittsburgh. Seven "change-of-agent status" elections were reported, all of which resulted in different agents being elected. In four, independent associations voted to affiliate with one of the three national faculty organizations while in three, the faculty dropped their national affiliation and selected Independent agents to represent them. An analysis of faculty union organizing and agent elections follows.

AAUP

The AAUP was involved in six elections, winning four while losing two. At Cincinnati Technical College in Ohio, they defeated "No-Agent" for representation rights for a unit of 135. At the University of Pittsburgh, the joint AAUP/AFT affiliation (United

Faculty of the University of Pittsburgh) defeated "No-Agent" by a vote of 329-80.

Two agents which were previously independent, Niagara University, New York and Post College, Connecticut voted to affiliate with AAUP. The Niagara unit contains 140 faculty while Post contains 26.

The AAUP Chapter at Marymount University, Virginia, voluntarily decertified themselves.

At Miami University in Ohio, an MFA/AAUP affiliation was defeated by "No-Agent" by a vote of 416-243.

The AAUP and their affiliates represent faculty at 43 colleges and universities. This includes 25 public and 18 private institutions. Of these, 39 are four-year colleges and four are two-year institutions.

AFT

Seven elections were held involving the AFT and their local affiliates. Of these, the AFT won four while losing three. New AFT locals include the faculty at Santa Rosa Junior College (Sonoma Developmental Center Unit) and an affiliation with the AAUP for the part-time faculty at the University of Pittsburgh. Two units which were formerly independent voted to affiliate with the AFT. These included Owens Technical College, Ohio and Parkland College in Illinois. In an election held at the College of DuPage in Illinois, the AFT was on the ballot in a "change-in-agent status" election but was unsuccessful in winning agent affiliation. In an election held at Montana State University, AFT was defeated by "No-Agent".

At Santa Rosa Junior College, Sonoma Developmental Center, the AFT defeated the NEA by a vote of 94-22 for the bargaining rights for a unit of 237. In an election to represent the 1,170 faculty at Santa Rosa Junior College, the AFT was defeated in a run-off election by an independent agent, 477-401. In the initial election, the AFT received 333 votes, independent 242, and NEA 153. Since a plurality was not generated, a run-off election was scheduled. At the University of Pittsburgh, the AFT and AAUP coalition successfully won bargaining rights for a unit of approximately 610 part-time faculty against "No-Agent" by a vote of 329-280. This election was originally held in 1987 but due to a series of challenged votes and other unit clarification issues, the run-off election was not held until 1989.

In two "change-of-agent status" elections, the AFT defeated "No-Agent" for representation rights for units previously designated as independents. At Owens Technical College, they received 66 votes against 5 for "No-Agent" to represent 90 faculty while at Parkland, they received 40 votes against four for "No-Agent". At the College of DuPage, the AFT failed to make the run-

off election for a "change-of-agent status" by a vote of NEA 89, independent 86, and AFT 46.

At Montana State University, the AFT was defeated by "No-Agent" for representation rights by a vote of 285-119.

The AFT and their affiliates represent faculty at 135 colleges and universities. This includes 112 public and 23 private institutions. Of these, 44 are four-year colleges, while 91 are two-year.

NEA

The NEA was involved in four elections winning one, while losing three. New NEA locals include faculty at the College of DuPage. At Santa Rosa Junior College, NEA was on the ballot in both the faculty unit and the Sonoma Developmental Center unit, losing to an Independent agent in the former and the AFT in the latter.

At the College of DuPage, the NEA defeated Independent by a vote of 125-97 for representation rights for a unit of 256 faculty while at Ulster County Community College, New York, faculty voted to disaffiliate and become independent.

The NEA and their affiliates currently represent faculty at 225 institutions. These include 211 public and 14 private colleges. Of these, 33 are four-year colleges, while 192 are two-year institutions.

INDEPENDENT

Independent agents were involved in nine elections winning three while losing six. At Santa Rosa Junior College, they defeated the AFT by a vote of 477 to 401 for representation rights for a unit of 1,170 faculty. In the other Santa Rosa election for the Sonoma Developmental Center, an Independent agent finished third in a four-way race losing to AFT for a unit of 237.

Independent agents were involved in seven "change-in-agent status" elections winning two while losing five. At Ulster Community College, New York, they replaced the NEA and at Pierce College, Washington, they replaced SEIU as the bargaining agent. Independent agents lost five units to national faculty organizations. These included Post College and Niagara University now represented by the AAUP, Owens Technical College and Parkland College now represented by the AFT and the College of DuPage now an NEA affiliate.

Independent agents represent faculty at 42 colleges and universities. These include faculty at 32 public and 10 private colleges. Of these, 15 are four-year colleges while 27 are two-year institutions.

"NO-AGENT" ELECTIONS

"No-Agent" was on the ballot in nine elections winning two, while losing seven. At Montana State University, "No-Agent" defeated the AFT by a vote of 285-119. At Miami University, Ohio, "No-Agent" received 416 to 243 for the MFA/AAUP.

DECERTIFICATIONS

Only one faculty unit was decertified in 1989. At Marymount College, Virginia, the AAUP Chapter voluntarily relinquished their collective bargaining certificate. The unit at Marymount was first organized by the NEA and signed their initial contract in 1975. The AAUP obtained bargaining rights for the 51-person unit in 1988 by a vote of 17-0. Yeshiva litigation had been raised at the university in 1986, however, the Board held that college program coordinators and professional librarians were not managerial employees.

STRIKES

There was only one reported faculty strike in 1989. The NEA local at Youngstown State University engaged in a one-day work stoppage. The 425-person bargaining unit was first organized by NEA in 1972. The decrease in strike frequency appears consistent with 1989 labor market trends.

LEGISLATION

Although several collective bargaining bills were introduced during 1989, none were enacted. Legislation has been discussed and/or proposed to secure faculty bargaining rights in Maryland, Texas and Wisconsin. For a complete listing of all faculty collective legislation, see Directory, Table 16.

FIRST CONTRACT SIGNED

Four first contracts were signed during 1989. The NEA signed their initial agreements with Hudson County Community College for both the faculty and administrative units. Both contracts expire June 30, 1991. The AFT professional staff unit at the City Colleges of Chicago, a unit first organized in 1988, signed their initial agreement. The expiration date of that contract is July 15, 1993. In Massachusetts, the NEA affiliate representing some 1,050 part-time faculty in the State College system, signed their initial agreement with an expiration date of August 31, 1992.

DEMOGRAPHIC ANALYSIS

Due to the proliferation of "other than faculty" bargaining units on college and university campuses, it was decided that a separate directory would be published just listing them. In order to accommodate this change, a new data base was created. We deleted from the present faculty Directory the following; support

staff, nurses and other units that were more suited for inclusion in the "other directory". This elimination of 19 units does not reflect a decrease in collective bargaining in higher education, but instead, constitutes a reclassification of units and directories. The deleted units are listed in Table 18 of this Directory and include the following:

a) Three colleges which reported no bargaining activity or unionization and were erroneously included in prior Directories (Grays Harbor College, Rock Valley and the University of Colorado).

b) Four teaching assistant/graduate assistant units were removed from the main body of the Directory and included in a separate listing. These units are no longer tabulated in any faculty statistical summaries.

c) One unit of professional staff, and 10 support staff units were removed and will be placed into the new Directory.

d) One unit (Marymount College, Virginia) voluntarily decertified themselves.

The deletions account for approximately 17,000 employees including 5,000 nurses at the University of California system, 3,300 graduate assistants in the Florida State University system and 2,200 at the University of Wisconsin teaching assistants. Deletions by school included 13 four-year institutions and six two-year institutions for a total campus count of 71. Sixteen collective bargaining agreements were also deleted.

It is hoped that the creation of a separate directory devoted to "other than faculty" will enable us to present a more accurate assessment of faculty bargaining and to track developments in non-faculty campus collective bargaining.

Each year the Center attempts to determine the number of college faculty represented by certified collective bargaining agents. While we believe that the total reported, 217,398 is reasonably accurate, several compilation problems should be noted. Listed below are some that we believe are endemic to our task and which should be considered when accessing this data:

1. Collective bargaining units are not generally identified according to number of employees involved but instead, are comprised mainly of titles. For example, a bargaining unit certificate will state that all instructors are to be included without specifying a total. Therefore, there is no way of knowing the exact unit size without an up-to-date semester accounting by an institution's personnel or labor relations department.

2. The number of adjunct faculty is enrollment driven and as a result, widespread fluctuations may occur in any given semester. Since many units are comprised of full-time and adjunct faculty, therefore, without constant revision there is no one

number that is valid for each semester.

3. There is no one generally accepted number of teaching faculty in the United States. While several government agencies attempt to tabulate this information, substantial time lags exist between data gathering and publication.

This year's increase of 3.77 percent on the adjusted data base in the number of faculty represented by collective bargaining agreements is somewhat paradoxical. Several reasons most notably, improved reporting procedures by local institutions and national organizations probably account for this. As less independent locals remain, data collection should be improved.

Although the Directory includes data pertaining to collective bargaining in Canada, the demographic analysis applies only to colleges in the United States.

SUMMARY AND CONCLUSION

There were no significant events in academic collective bargaining during the past year. Faculty unions appear to have concentrated their resources on servicing their members, and preserving their affiliations. Union organizing attempts met with a mixed degree of success. In two large units at four-year institutions, Miami University, Ohio and Montana State University, "No-Agent" defeated the pro-collective bargaining organizations. These were considered significant inasmuch as victories at these colleges would have brought them under collective bargaining for the first time.

National faculty unions were active in raiding Independent unions and were successful in five of seven attempts. This activity reflects membership growth for the nationals, however, does little to expand the overall collective bargaining base. This type of consolidation and elimination of independent unions was found in numerous other bargaining relationships in other industries and is indicative of mature unions absorbing non-affiliated organizations.

Large scale organizing for support staff and "other-than-faculty" remains high on the unions' agendas and while dimensions of those activities are beyond the scope of this volume, it appears that a shift in organizing resource allocation has occurred.

The absence of any new legislation remains a problem for those seeking to organize faculty units. There is a strong correlation between faculty unionization success rates and enabling collective bargaining legislation. While unions do organize in the absence of legislation, it is a much more difficult process.

There is virtually no organizing in the private sector with little chance seen for a reversal of this policy. While the amount of Yeshiva litigation appears to have been reduced, the decision

remains controlling. The only new Yeshiva litigation has been at smaller institutions which, even if organized, would have a minimal impact on the overall dimensions of CBHE. The application of Yeshiva to public sector collective bargaining remains tangential. The long awaited decision by the Pennsylvania Labor Relations Board concerning the University of Pittsburgh is still on hold and until this matter is resolved there appears to be no movement to applying Yeshiva to other public colleges.

As CBHE enters the 1990's, several challenges remain. The future of CBHE appears secure inasmuch as the percentage of represented faculty and institutions that engage in collective bargaining has remained stable. There has been no diminution in faculty representation. A major challenge to the stability of CBHE is the continued rivalry primarily between the AFT and the NEA. Until some degree of accommodation is reached, it appears that this rivalry will continue and diminish the resources of both organizations. CBHE is approximately 25 years of age and with the passage of time has acquired several unique characteristics. Its maturity is becoming self evident. The limited number of strikes and decertifications signals an acceptance of the process. While the dimensions and shape of CBHE in the years ahead are unknown it is doubtful that any dramatic changes will occur.

ACKNOWLEDGMENTS

Two major project goals, one procedural and one substantive, were established for this volume of the Directory. The first related to the loading of our contract data base onto a new computer system. The second was tied into another Center project, namely, the creation of an "other-than-faculty" directory and involved the removal of certain units from this Directory. Beth Genya Or, a researcher with the Center, had planned to be responsible for the second task and due to unexpected events absorbed both tasks. To Dr. Or, we extend our appreciation. Beth Hillman Johnson coordinated and supervised the production of this entire volume. Ruby N. Hill assisted with the project at the final stages and served as a link between the old and new systems. Other center researchers who assisted with proofreading and tabular analysis included Lynn Havey and Rochelle Rubin. The Center also relies on a second group for information from the field. This group includes Perry Robinson (AFT), Steven Finner (AAUP), Gerie Bledsoe (NEA), Christiane Tardif-Dulude (CAUT) and Katie FitzRandolph (OPSEU).

My deep appreciation to all those who assisted in this project for an excellent job. We apologize for any errors or omissions and are proud and pleased to present this volume of the Directory to the practitioners, researchers and students of academic collective bargaining.

J. M. D.

FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS[1]

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ALASKA							
Prince William Sound Community College[2]	AFT	6	1974	1974	2	3	3/31/89
Copper Basin Campus					2		
Cordova Campus					2		
Valdez Campus					2		
ARIZONA							
Pima Community College	PCCEA/AEA/ NEA	280	1978	1978	2	4	6/30/90
Community Campus					2		
Downtown Campus					2		
East Campus					2		
West Campus					2		
CALIFORNIA							
Antelope Valley College	CTA/NEA	343	1986	1987	2	1	6/30/90
Barstow Community College	CTA/NEA	26	1979	1979	2	1	6/30/91
Butte College	CTA/NEA[3]	125	1978	1978	2	1	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Cabrillo College	AFT	497	1984	1986	2	1	6/30/88
California State University System	CFA/ AAUP/NEA	20,649	1982	1982	4	20	6/30/91
Cal. Polytech. St. Univ. San Luis Obispo					4		
Cal. St. Col.-Bakersfield					4		
Cal. St. Polytech. Univ.-Pomona					4		
Cal. St. Univ.-Chico					4		
Cal. St. Univ.-Dominguez Hills					4		
Cal. St. Univ.-Fresno					4		
Cal. St. Univ.-Fullerton					4		
Cal. St. Univ.-Hayward					4		
Cal. St. Univ.-Long Beach					4		
Cal. St. Univ.-Los Angeles					4		
Cal. St. Univ.-Northridge					4		
Cal. St. Univ.-Sacramento					4		
Cal. St. Univ.-San Bernardino					4		
Cal. St. Univ.-San Marcos					4		
Cal. St. Univ.-Stanislaus					4		
Humboldt St. Univ.					4		
San Diego St. Univ.					4		
San Francisco St. Univ.					4		
San Jose St. Univ.					4		
Sonoma St. Univ.					4		
o Physicians Unit	UAPD	146	1982	1982	4	20	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Chabot College	NEA	263 ft 632 pt	1978	1979	2	2	6/30/90
Hayward Campus					2		
Las Positas Campus					2		
Chaffey Community College	CTA/NEA	309	1980	1981	2	1	6/30/87
Citrus College	CTA/NEA	130	1977	1977	2	1	6/30/89
*Claremont Colleges	OPEIU[4]	Librar-ians		1972	4	6	None in effect
Claremont McKenna Col.					4		
Claremont Univ. Grad. School					4		
Harvey Mudd Col.					4		
Pitzer Col.					4		
Pomona Col.					4		
Scripps Col.					4		
Coast Community College District	AFT	600	1979	1980	2	3	6/30/90
Coastline Comm. Col.					2		
Golden West Comm. Col.					2		
Orange Coast Comm. Col.					2		
o Part-time	NEA	1,100	1979	1980	2	3	6/30/90
College of Marin[3]	AFT (NEA 1976)	550	1978	1980	2	2	6/30/90
Indian Valley Campus					2		
Kentfield Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
College of the Redwoods	Ind.	103 ft 357 pt	1976	1976	2	1[6]	8/31/91
College of the Sequoias	CTA/NEA	150	1976	1977	2	1	6/30/90
Compton Community College	AFT	80 ft 30 pt	1978	1979	2	1	6/30/82
Contra Costa Community College District	Ind.	500 f/pt	1977	1977	2	3	6/30/87
Contra Costa Col.					2		
Diablo Valley Col.					2		
Los Medanos Col.					2		
Desert Community College District (College of the Desert)[7]	CTA/NEA	120	1988	1988	2	1	6/30/92
El Camino Community College	AFT	770 f/pt	1977	1977	2	1	12/31/89
Foothill-DeAnza Community College District	Ind.	502 ft 945 pt	1977	1977	2	4	6/30/89
DeAnza Col.					2		
Foothill Col.					2		
Middlefield Col.					2		
Sunnyvale Col.					2		
Gavilan Community College	NEA/CTA	74 ft	1976	1976	2	1	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Glendale Community College	AFT	415	1979	1980	2	1	6/30/88
Grossmont/Cuyamaca Community College District	Ind. (NEA 1977)	480 f/pt	1983	1978	2	2	6/30/87
Cuyamaca Col.					2		
Grossmont Col.					2		
Hartnell Community College	NEA/CTA	91	1976	1979	2	1	6/30/89
Imperial Valley College	NEA/CTA	96	1982	1984	2	1	6/30/89
Kern Community College District	CTA/NEA	333	1977	1977	2	3	6/30/90
Bakersfield Col.					2		
Cerro Coso Col.					2		
Porterville Col.					2		
Lassen Community College	AFT	50	1986	---	2	1	
Long Beach City College	CTA/NEA	313 ft	1979	1979	2	2	12/31/91
Liberal Arts Campus					2		
Pacific Coast Campus					2		
Los Angeles Community College System	AFT	4,800 f/pt	1976	1978	2	9	9/29/90
East L.A. Col.					2		
L.A. City Col.					2		
L.A. Harbor Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Los Angeles Community College System (Cont.)							
L.A. Mission Col.					2		
L.A. Pierce Col.					2		
L.A. Southwest Col.					2		
L.A. Trade-Tech. Col.					2		
L.A. Valley Col.					2		
West L.A. Col.					2		
Los Rios Community College System	AFT	1,350 f/pt	1977	1977	2	3	6/30/90
American River Col.					2		
Cosumnes River Col.					2		
Sacramento City Col.					2		
Merced College	NEA	92	1976	1977	2	1	6/30/92
Monterey Peninsula Community College	NEA	400	1978	1980	2	1	6/30/90
Mount San Antonio College	NEA	750 ft	1976	1978	2	1	12/31/90
Mount San Jacinto College	NEA	47	1977	1977	2	1	6/30/90
Napa Valley College	NEA	107 ft 110 pt	1977	1979	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
North Orange County Community College	CTA/NEA	550	1979	1981	2	2	6/30/91
Cypress Col.					2		
Fullerton Col.					2		
Palo Verde College	CTA/NEA (AFT 1976)	14	1981	1976	2	1	9/30/90
Pasadena City College	CTA/NEA	356	1979	1979	2	1	6/30/91
Peralta Community College District	AFT	400 ft 300 pt	1979	1980	2	4	6/30/91
Col. of Alameda					2		
Laney Col.					2		
Merritt Col.					2		
Vista Col.					2		
Rancho Santiago Community College District	Ind.	268 ft 1000 pt			2	1[8]	6/30/91
o Continuing Educ. Facul.	NEA	21 ft 700 pt			2	1	6/30/91
Rio Hondo Community College	CTA/NEA	193 ft 205 pt	1979	1980	2	1	6/30/89
Riverside Community College District	NEA/CTA	650	1978	1979	2	1	8/31/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Saddleback Community College District	NEA/CTA	281 ft 650 pt	1976	1976	2	2	6/30/91
Irving Valley Col.					2		
Saddleback Col.					2		
San Bernardino Community College District	NEA	544	1986	1986	2	2	12/31/91
Crafton Hills Community Col.					2		
San Bernardino Valley Col.					2		
San Diego Community Colleges	AFT (CTA/NEA 1977)	459 ft 1,759 pt	1987	1977	2	3	12/31/89
San Diego City Col.					2		
San Diego Mesa Col.					2		
San Diego Miramar Col.					2		
San Diego Community College Adult Educational System	AFT	114 ft 955 pt	1977	1977	2	9	12/31/88
Clairemont Mesa Campus Center					2		
East San Diego Campus Center					2		
Ed. Cultural Complex Campus Center					2		
Harbor View Campus Center					2		
Kearney Mesa Campus Center					2		
Midway Campus Center					2		
Mira Mesa Campus Center					2		
Navajo Campus Center					2		
North Shores Campus Center					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
San Francisco Community College	AFT	1,800 f/pt	1978	1979	2	2[9]	6/30/89
City Col. of San Fran.					2		
Comm. Col. Centers					2		
San Joaquin Delta College	CTA/NEA	580 f/pt	1977	1977	2	1	6/30/90
San Jose Community College District	NEA	252 ft 700 pt	1977	1978	2	2	6/30/88
Evergreen Valley Col.					2		
San Jose City Col.					2		
San Mateo County Community College District	AFT (NEA 1977)	413 ft 575 pt	1982	1978	2	3	6/30/89
Canada Col.					2		
Col. of San Mateo					2		
Skyline Col.					2		
Santa Barbara Community College	Ind.	500	1987	1987	2	1	12/31/89
Santa Clarita Community College District[10]	CTA/NEA	64 ft	1977	1978	2	1	6/30/90
Santa Monica Community College	Ind.	250 ft 500 pt	1978	1979	2	1	12/31/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Santa Rosa Junior College	Ind.	1170	1989	---	2	1	
o Sonoma Developmental Center Unit	AFT	237	1989	---	2	1	
Shasta College	CTA/NEA	133 ft 14 pt	1976	1976	2	1[11]	6/30/90
Sierra Joint Community College District	CTA/NEA	130 ft 400 pt	1977	1978	2	1	6/30/90
Solano Community College	CTA/NEA	134 ft 247 pt	1977	1977	2	1	6/30/89
Southwestern Community College District	CTA/NEA	500 f/pt	1977	1979	2	2	6/30/89
San Ysidro Educ. Center					2		
Southwestern Col.					2		
State Center Community College District	AFT	333	1977	1977	2	2[12]	6/30/91
Fresno City Col.					2		
Kings River Comm. Col.					2		
Taft College	CTA/NEA	24	1976	1977	2	1	6/30/90
University of California							
o Lecturers	AFT	2,000	1984	1986	4	9	6/30/90
o Librarians	UFL/AFT	432	1983	1984	4	9	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of California (Cont.)							
Berkeley					4		
Davis					4		
Irvine					4		
Los Angeles					4		
Riverside					4		
San Diego					4		
San Francisco					4		
Santa Barbara					4		
Santa Cruz					4		
o Faculty	SCFA/AAUP	437	1981	1982	4	1[13]	6/30/90
*University of San Francisco	AFT (Ind. 1975)	201 ft	1982	1976	4	1	6/30/94
o Adjunct Faculty	AFT	251	1981	1985	4	1	12/30/88
*University of San Francisco Law School	Ind.	27	1973	1974	4	1	6/30/90
Ventura County Community College District	AFT	345 ft 650 pt	1977	1978	2	3	6/30/89
Moorpark Col.					2		
Oxnard Col.					2		
Ventura Col.					2		
Victor Valley College	CTA/NEA	89	1976		2	1	6/30/89
West Hills College	CTA/NEA	51	1977		2	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
West Valley Mission Community College District	ACE	318 ft 575 pt	1984	1985	2	2	6/30/91
Mission Col.					2		
West Valley Col.					2		
Yosemite Community College District	NEA	515	1976	1978	2	2	6/30/88
Columbia Col.					2		
Modesto Jr. Col.					2		
Yuba College	NEA	155		1978	2	1	6/30/90
COLORADO							
Colorado Community College System	NEA	736	1979	---	2	13	
Aimes Comm. Col.					2		
Arapahoe Comm. Col.					2		
Colo. Northwestern Col.					2		
Denver-Auraria Comm. Col.					2		
Front Range Comm. Col.					2		
Lamar Comm. Col.					2		
Morgan Comm. Col.					2		
Northeastern Jr. Col.					2		
Otero Comm. Col.					2		
Pikes Peak Comm. Col.					2		
Pueblo Comm. Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Colorado Community College System (Cont.)							
Red Rocks Comm. Col.					2		
Trinidad St. Jr. Col.					2		
*Regis College	AAUP	75 ft	1973	1973	4	1	8/14/90
CONNECTICUT							
Connecticut Community College System	CCCC/AAUP/ 1199 (Ind./AAUP) (AFSCME 1976)	950 ft 900 pt	1987	1977	2	12	6/30/91
Asnuntuck Comm. Col.					2		
Greater Hartford Comm. Col.					2		
Housatonic Regional Comm. Col.					2		
Manchester Comm. Col.					2		
Mattatuck Comm. Col.					2		
Middlesex Comm. Col.					2		
Mohegan Comm. Col.					2		
Northwestern Conn. Comm. Col.					2		
Norwalk Comm. Col.					2		
Quinebaug Valley Comm. Col.					2		
South Central Comm. Col.					2		
Tunxis Comm. Col.					2		
Connecticut State Technical Colleges	AFT	220 ft	1976	1977	2	5	6/30/90
Greater New Haven St. Tech. Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Connecticut State Technical Colleges (Cont.)							
Hartford St. Tech. Col.					2		
Norwalk St. Tech. Col.					2		
Thames Valley St. Tech. Col.					2		
Waterbury St. Tech. Col.					2		
o Administrators	AFSCME	77	1980	1983	2	5	6/30/90
Connecticut State University System	AAUP	1,980	1976	1976	4	4	5/4/90
Central Conn. St. Col.					4		
Eastern Conn. St. Col.					4		
Southern Conn. St. Col.					4		
Western Conn. St. Col.					4		
o Administrative Faculty	AFSCME	279	1976		4	4	6/30/86
*Mitchell College	AFT	30	1975	1975	2	1	6/30/90
*Post College	AAUP (PCFA 1978, PCTA/AAUP)	27	1978	1979	4	1	8/31/92
*Quinnipiac College	AFT	155 ft	1975	1975	4	1	6/30/88
U.S. Coast Guard Academy	AFGE	35	1975	1978	4	1	6/15/90
*University of Bridgeport	AAUP	200	1973	1974	4	1	8/31/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CONNECTICUT (Cont.)							
University of Connecticut	AAUP	1,731	1976	1977	2/4	6	6/30/92
Hartford					4		
Southeastern					2		
Stamford					4		
Storrs					4		
Torrington					4		
Waterbury					4		
o Non-Teaching Professionals	AFT	779	1976	1977	4	6	6/30/89
o Health Center	AFT	1,322	1978	1978	4	1	6/30/90
DELAWARE							
Delaware State College	AAUP	165	1977	1981	4	1	8/31/90
University of Delaware	AAUP	790 ft	1972	1973	4	1	6/30/90
DISTRICT OF COLUMBIA							
*American University Teaching Staff	ELIFA	20	1982	1982	4	1	12/31/89
University of the District of Columbia	NEA	430	1978	1980	4	1	9/30/93

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
FLORIDA							
Brevard Community College	UFF/NEA[14] (AFT 1976, UCCFF 1977)	235	1981	1981	2	4	6/30/91
Cocoa Campus					2		
Melbourne Campus					2		
Palm Bay Center					2		
Titusville Campus					2		
Broward Community College	UFF/NEA (UFF/AFT/AAUP 1981, UFF/NEA/ AAUP 1983)	310	1983	1981	2	4	8/1/91
Allied Health Center Campus					2		
Central Campus					2		
North Campus					2		
South Campus					2		
Chipola Junior College	UFF/NEA (NEA 1983)	70	1976		2	1	6/30/91
Edison Community College	AFT (ECCFF 1977)	110	1976	1979	2	1	6/30/92
Y*Florida Memorial College	UFF/NEA	40	1979	---	4	1	
Florida State University System	UFF/FTP/ NEA (UFF/AFT[15])	6,500 ft 1,500 pt	1976	1976	4	9	6/30/91
Florida Agric. & Mech, Univ.					4		
Florida Atlantic Univ.					4		
Florida Internat'l Univ.					4		
Florida State Univ.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Florida State University System (Cont.)							
Univ. of Central Florida					4		
Univ. of Florida					4		
Univ. of N. Florida					4		
Univ. of S. Florida					4		
Univ. of W. Florida					4		
Hillsborough Community College	UFF/FUSA/NEA (FUSA/NEA 1974)	198	1983	1974	2	4	8/25/89
Brandon Learning Center					2		
Dale Mabry Campus					2		
Plant City Campus					2		
Ybor Campus					2		
Indian River Community College	AAUP	130 ft	1973	1975	2	1	7/31/90
Palm Beach Community College	UFF/NEA (AFT[16] 1975, UCCFF 1977)	200	1988	1978	2	4	6/30/90
Central Campus					2		
Glade Campus					2		
North Campus					2		
South Campus					2		
Pensacola Junior College	UFF/NEA	260	1985	1987	2	1	6/30/90
*Saint Leo College	UFF/NEA (AFT 1976)	54	1979	1978	4	1	6/5/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
HAWAII							
University of Hawaii	UHPA/AAUP /NEA	2,751 ft	1974	1975	2/4	9	6/30/93
Hilo/Hawaii Comm. Col.					2/4		
Honolulu Comm. Col.					2		
Kapiolani Comm. Col.					2		
Kauai Comm. Col.					2		
Leeward Comm. Col.					2		
Manoa Col.					4		
Maui Comm. Col.					2		
West Oahu Col.					4		
Windward Comm. Col.					2		
ILLINOIS							
Belleville Area College	AAUP/AFT	110 ft	1967	1967	2	3	8/15/92
Belleville Campus					2		
Granite Campus					2		
Red Bud Campus					2		
Black Hawk College	IFT/AFT	150	1984		2	2	8/7/90
East Campus					2		
Quad Campus					2		
Carl Sandburg College	IEA/NEA	57 ft	1975		2	2	8/31/90
Carthage Extension Center					2		
Main Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont.)							
City Colleges of Chicago (Cook County)	AFT	1,025 ft	1966	1967	2	8	7/15/93
City-Wide Col.					2		
Kennedy-King Col.					2		
Malcolm X Col.					2		
Olive-Harvey Col.					2		
Richard J. Daley Col.					2		
Truman Col.					2		
Washington Col.					2		
Wright Col.					2		
o Professional Staff	AFT	250	1988	1989	2	8	7/15/93
College of DuPage	NEA (Ind. 1984)	255	1989	1984	2	1	6/30/89
College of Lake County	AFT (NEA 1971)	173 ft	1973	1973	2	1	8/12/90
Danville Area College	NEA	65	1983	1983	2	1	6/30/90
Highland Community College	AFT	48	1968	1968	2	1	8/20/91
Illinois Board of Governors[17]	UPI/IFT/ AFT	1,750	1976	1977	4	5	8/31/91
Chicago St. Univ.					4		
Eastern Illinois Univ.					4		
Governors St. Univ.					4		
Northeastern Illinois Univ.					4		
Western Illinois Univ.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Illinois Board of Governors (Cont.)							
o Part-Time & Support Professionals	UPI/IFT/ AFT	220	1985	1985	4	5	8/31/91
Illinois Central College	Ind.	193 ft 400 pt	1977	1977	2	1	7/31/83
Illinois Eastern Community Colleges	IEA/NEA	92	1985	1985	2	4	9/1/92
Frontier Community Col.					2		
Lincoln Trail Col.					2		
Olney Central Col.					2		
Wabash Valley Col.					2		
Illinois Valley Community College	AFT	76 ft	1966	1966	2	1	8/31/91
John A. Logan College	IEA/NEA	55 ft	1972	1972	2	1	8/15/90
Joliet Junior College	AFT	147 ft	1967	1967	2	1	8/12/91
Kankakee Community College	AFT	52	1984	---	2	1	
Kaskaskia College	NEA	64	1984	---	2	1	
Kishwaukee Community College	AFT	76	1986	1986	2	1	8/8/91
Lake Land College	AFT	105 ft	1968	1970	2	1	8/21/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont.)							
Y Lewis and Clark Community College	IEA/NEA	81 ft	1979	1979	2	1	7/31/91
McHenry County College	NEA	58 ft	1971	1972	2	1	6/30/90
Moraine Valley Community College	AFT	225	1972	1972	2	1	6/30/92
Morton College	AFT	57 ft	1967		2	1	8/19/92
Oakton Community College	NEA	142	1986	1986	2	1	8/15/92
o Adjunct Faculty	NEA	75	1985	1987	2	1	8/10/90
Parkland College	AFT (Ind. 1984)	135 ft	1989	1984	2	1	8/20/91
Prairie State College	AFT	94 ft	1969	1969	2	1	8/89
Rend Lake College	AFT	52	1985	1986	2	1	8/31/88
Sangamon State University	AFT	161	1986	1988	4	1	6/30/90
Sauk Valley College	NEA	50 ft	1969	1970	2	1	6/30/90
Shawnee Community College •	NEA	25	1984	1984	2	1	8/8/93
South Suburban College[18]	AFT	114	1971	1972	2	1	8/15/91
Southeastern Illinois College	NEA	40	1985	1984	2	1	8/15/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont.)							
Spoon River College	NEA	33	1973	1976	2	1	9/1/91
State Community College of East St. Louis[19]	IFT/AFT	41	1980	1982	2	1	6/30/91
Triton College	AFT	228 ft	1973		2	1	6/30/92
Waubonsee Community College	AFT	59	1968	1970	2	1	6/10/90
William Rainey Harper College	AFT	197	1976	1976	2	1	8/15/90
o Professional Staff	AFT	90	1988	1988	2	1	12/31/90
IOWA							
Des Moines Area Community College	NEA	237 f/pt	1976	1976	2	4	8/17/90
Ankeny Campus					2		
Boone Campus					2		
Carroll Campus					2		
Urban Campus					2		
Eastern Iowa Community College District IX	NEA	145 ft	1975	1976	2	3	8/13/90
Clinton Comm. Col.					2		
Muscatin Comm. Col.					2		
Scott Comm. Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
IOWA (Cont.)							
Hawkeye Institute of Technology	NEA	118 ft	1980	1981	2	1	6/30/88
Iowa Central Community College	NEA	92 ft	1975	1976	2	1	6/30/90
Iowa Lakes Community College	NEA	86 f/pt	1975	1976	2	2	6/30/90
North Campus					2		
South Campus					2		
Iowa Western Community College	NEA	112 ft	1975	1976	2	2	8/29/91
Clarinda Campus					2		
Council Bluffs Campus					2		
Kirkwood Community College	NEA	185 ft	1975	1976	2	1	8/29/91
Northeast Iowa Technical Institute (Area I)	NEA	90 ft 25 pt	1975	1976	2	2	8/15/89
Calmar Campus					2		
Peosta Campus					2		
Northwest Iowa Technical College (Area IV)	NEA	34 ft	1975	1976	2	1	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
IOWA (Cont.)							
Southeastern Community College	NEA	78 ft	1975	1976	2	2	6/30/88
North Campus					2		
South Campus					2		
Southwestern Community College	NEA	44 ft	1975	1976	2	2	7/31/90
Creston					2		
Red Oak					2		
University of Northern Iowa	NEA (AAUP/NEA[20] 1976)	680 f/pt	1980	1977	4	1	6/30/91
Western Iowa Tech Community College	NEA[21]	70 ft	1976	1978	2	1	6/30/90
KANSAS							
Butler County Community College	NEA	89 ft	1971	1971	2	1	7/31/89
Cloud County Community College	NEA	43 ft	1970	1973	2	1	6/30/90
Coffeyville Community College	Ind. (NEA 1980)	35 ft	1982		2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
KANSAS (Cont.)							
Colby Community College	NEA (Ind. 1972)	51	1988	1975	2	1	5/17/89
Cowley County Community College	NEA	44	1969	1970	2	1	8/1/90 (Memo of Understanding) Yearly Negotiations
Dodge City Community College	Ind.	54 ft	1974	1972	2	1	6/30/90
Fort Scott Community College	Ind.(FSCAPE) (NEA 1974)	34	1984	1985	2	1	5/15/89
Garden City Community College	NEA	65 ft	1971	1973	2	1	6/30/91
Hutchinson Community College	NEA	72 f/pt		1969	2	1	6/30/90
Independence Community College	NEA	34	1970	1970	2	1	6/30/89
Johnson County Community College	NEA	231 ft	1980	1981	2	1	6/30/90
Kansas City Kansas Community College	NEA	109 ft	1971	1971	2	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
KANSAS (Cont.)							
Labette Community College	NEA	35	1970	1970	2	2	6/30/92
Main Campus					2		
Oswego Campus					2		
Pittsburg State University	NEA	218	1974	1978	4	1	6/30/90
Pratt Community College	NEA	25 f/pt	1977	1977	2	1	6/30/89
MAINE							
Maine Technical College System	NEA/MTA	307		1971	2	6	6/30/91
Central Maine Tech. Col.					2		
Eastern Maine Tech. Col.					2		
Kennebec Valley Tech. Col.					2		
Northern Maine Tech. Col.					2		
Southern Maine Tech. Col.					2		
Washington County Tech. Col.					2		
University of Maine System	NEA	1,359 ft	1978	1979	4	7	6/30/92
Univ. of Maine					4		
Univ. of Maine-Augusta					4		
Univ. of Maine-Farmington					4		
Univ. of Maine-Fort Kent					4		
Univ. of Maine-Machias					4		
Univ. of Maine-Presque Isle					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of Maine System (Cont.)							
Univ. of Southern Maine					4		
o Part-time Faculty	PATFA/AFT	302	1986	1988	4	7	8/31/92
MARYLAND							
Community College of Baltimore	AFT	162 ft	1969	1970	2	2	6/30/90
Harbor Campus					2		
Liberty Campus					2		
Montgomery College	AAUP	400	1980	1982	2	3	8/23/94
Germantown Campus					2		
Rockville Campus					2		
Takoma Park Campus					2		
Towson State University	AAUP	550	1973	---	4	1	
MASSACHUSETTS							
*Becker Junior College	AFT	25	1974	1975	2	2	8/31/90
Leicester Col.					2		
Worcester Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MASSACHUSETTS (Cont.)							
*Berklee College of Music	AFT	151 ft	1985	1986	4	1	6/1/89
o Part-time Faculty	AFT	54 pt	1985	1986	4	1	6/1/89
*Emerson College	AAUP	95 ft	1975	1976	4	1	8/31/90
*Endicott College	NEA	30 ft	1973	1974	2	1	8/30/89
*Laboure College	NEA	15 ft	1975	1979	2	1	6/30/90
Massachusetts Community College System[22]	NEA/MTA/ MCCC[23]	1,700	1976	1976	2	15	6/30/89
Berkshire Comm. Col.					2		
Bristol Comm. Col.					2		
Bunker Hill Comm. Col.					2		
Cape Cod Comm. Col.					2		
Greenfield Comm. Col.					2		
Holyoke Comm. Col.					2		
Mass. Bay Comm. Col.					2		
Massasoit Comm. Col.					2		
Middlesex Comm. Col.					2		
Mount Wachusett Comm. Col.					2		
North Shore Comm. Col.					2		
Northern Essex Comm. Col.					2		
Quinsigmond Comm. Col.					2		
Roxbury Comm. Col.					2		
Springfield Tech. Comm. Col.					2		
o Div. of Continuing Ed.	NEA/MTA/ MCCC	1,800 pt	1987	---	2	15	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MASSACHUSETTS (Cont.)							
Massachusetts State Colleges[24]	NEA/MTA	1,535	1977	1977	4	9	6/30/89
Bridgewater St. Col.					4		
Fitchburg St. Col.					4		
Framingham St. Col.					4		
Mass. College of Art					4		
Mass. Maritime Academy					4		
North Adams St. Col.					4		
Salem St. Col.					4		
Westfield St. Col.					4		
Worcester St. Col.					4		
o Div. of Continuing Educ.	NEA/MTA	1,050 pt	1987	1989	4	9	8/31/92
o Professional Administrators	APA/MTA/ NEA	447	1979	1980	4	9	6/30/89
Y*Simon's Rock of Bard College	AFT (SRFBC/AAUP 1980)	30	1984	1981	4	1	6/30/87
Southeastern Massachusetts University	AFT	359	1970	1970	4	1	6/30/89
o Part-time and Visiting Lecturers	AFT	38	1985	1986	4	1	6/30/89
University of Lowell	MSP/MTA/ NEA	530 ft	1976	1977	4	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MASSACHUSETTS (Cont.)							
University of Massachusetts	MSP/FSU/ MTA/NEA[25]	1,800	1976	1978	4	2	6/30/89
Amherst Campus					4		
Boston Campus					4		
*Wentworth Institute of Technology	AFT	145	1973	1976	4	2	8/31/89
Boston Campus					4		
East Coast Aero Technical School					4		
MICHIGAN							
Y*Adrian College	NEA	56	1975	1977	4	1	8/31/91
Alpena Community College	NEA	52	1965	1965	2	1	8/18/91
*Baker Junior College of Business	NEA	20 ft	1978	1978	2	1	8/31/92
Bay de Noc Community College	NEA (Ind. 1971)	43 ft	1973	1971	2	1	8/30/92
Central Michigan University	NEA (NEA 1969)	632	1977	1970	4	1	6/30/90
*Detroit College of Business	NEA (Ind. 1971)	22 ft	1973	1971	4	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont.)							
Eastern Michigan University	AAUP	630 ft	1974	1974	4	1	8/31/90
Ferris State University	NEA	507 ft	1973	1973	4	1	6/30/90
Glen Oaks Community College	NEA	31 ft	1968	1968	2	1	8/31/91
Gogebic Community College	NEA	47	1965	1965	2	1	8/15/92
Grand Rapids Junior College	Ind.	348	1965	1965	2	1	8/19/91
Henry Ford Community College	AFT	212	1965	1966	2	2[26]	8/31/85
Dearborn Heights Campus					2		
Main Campus					2		
Highland Park Community College	AFT	277	1966	1967	2	1	6/30/89
Jackson Community College	NEA	120 ft	1965	1966	2	1	8/31/89
Kalamazoo Valley Community College	NEA	100	1969	1969	2	1	5/31/90
Kellogg Community College	MEA/NEA (AFT 1967)	100 ft 2 pt	1968	1968	2	1	8/15/90
Y*Kendall College of Art and Design	MEA/NEA	72	1974	---	3/4	1	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont.)							
Kirtland Community College	AFT/MFT (Ind. 1969, NEA 1973)	27 ft	1985	1971	2	1	6/30/90
Lake Superior State University	MEA/NEA	116 ft	1978	1978	4	1	8/31/91
Lansing Community College	NEA	1,000 f/pt	1968	1969	2	1	9/12/90
Macomb County Community College	Ind.	341 ft	1966	1967	2	2	8/13/92
Center Campus					2		
South Campus					2		
Michigan State University							
o Admin. Professionals	Ind.	550	1985	1985	4	1	9/30/88
o Admin. Staff	Ind./NEA	550	1985	1985	4	1	9/30/88
Mid-Michigan Community College	MEA/NEA	40 ft	1968	1969	2	1	8/22/91
Monroe County Community College	NEA	57 ft	1973	1969	2	1	8/31/92
Montcalm Community College	NEA	26 ft	1968	1968	2	1	8/15/91
Mott Community College	NEA	217	1966	1966	2	1	8/24/92

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont.)							
Muskegon Community College	MEA/NEA	97 ft	1965	1967	2	1	8/31/91
North Central Michigan College	NEA	35	1980	1981	2	1	8/31/84
Northern Michigan University	AAUP	309 ft	1975	1976	4	1	6/30/90
o Skills Center Instructors	NEA	24 ft	1980	1980	2	1	8/25/89
Oakland Community College	NEA/MEA	301	1971	1966	2	4	8/31/92
Auburn Hills Campus					2		
Highland Lakes Campus					2		
Orchard Ridge Campus					2		
Southeast Campus					2		
Oakland University	AAUP	402 ft	1970	1971	4	1	8/14/91
Saginaw Valley State University	MEA/NEA	155 ft	1972	1972	4	1	6/30/90
St. Clair County Community College	NEA/MEA	97	1968	1970	2	1	8/30/91
Schoolcraft College	MEA/NEA	136 ft 200 pt	1972	1968	2	1	8/23/91
*University of Detroit	NEA	185 ft	1975	1977	4	1	8/15/90
Washtenaw Community College	NEA	162 ft	1966	1967	2	1	8/31/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont.)							
Wayne County Community College	AFT	152 ft 350 pt	1970	1970	2	5	8/31/91
Downriver Campus					2		
Downtown Campus					2		
Eastern Campus					2		
Northwestern Campus					2		
Western Campus					2		
o Administrative Unit	Ind.	---	---	---	2	5	1986
Wayne State University	AAUP	1,475 f/pt	1972	1972	4	1	7/31/90
West Shore Community College	MEA/NEA (Ind. 1970)	28 ft 52 pt	1984	1970	2	1	8/20/91
Western Michigan University	AAUP	780 f/pt	1975	1976	4	6	9/6/90
Battle Creek Campus					4		
Benton Harbor Campus					4		
Grand Rapids Campus					4		
Kalamazoo (Main) Campus					4		
Lansing Campus					4		
Muskegon Campus					4		
o Language Association	AAUP	6	1988	---	4	6	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MINNESOTA							
Minnesota Community College System	MCCFA/NEA	2,200	1972	1973	2	18	6/30/91
Anoka-Ramsey Comm. Col.					2		
Arrowhead Comm. Col. District							
Hibbing Comm. Col.					2		
Itasca Comm. Col.					2		
Mesabi Comm. Col.					2		
Rainy River Comm. Col.					2		
Vermilion Comm. Col.					2		
Austin Comm. Col.					2		
Clearwater Comm. Col. District							
Brainerd Comm. Col.					2		
Fergus Falls Comm. Col.					2		
Northland Comm. Col.					2		
Inver Hills Comm. Col.					2		
Lakewood Comm. Col.					2		
Minneapolis Comm. Col.					2		
Normandale Comm. Col.					2		
North Hennepin Comm. Col.					2		
Rochester Comm. Col.					2		
Willmar Comm. Col.					2		
Worthington Comm. Col.					2		
Minnesota State University System	NEA/IFO/ MEA	2,250	1975	1976	4	7	6/30/89
Bemidji St. Univ.					4		
Mankato St. Univ.					4		
Metropolitan St. Univ.					4		
Moorhead St. Univ.					4		
Saint Cloud St. Univ.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Minnesota State University System (Cont.)							
Southwest St. Univ.					4		
Winona St. Univ.					4		
University of Minnesota	NEA	367		1982	2/4	2[27]	6/30/91
Duluth Campus				1980	4		
Waseca Campus				1981	2		
MISSOURI							
*Park College	AFT	35	1976	1977	4	1	4/30/82
St. Louis Community College	NEA	471 ft	1977	1977	2	3	6/30/91
Florissant Valley					2		
Forest Park					2		
Meramec					2		
MONTANA							
Dawson Community College	AFT	30 f/pt	1975	1975	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MONTANA (Cont.)							
Eastern Montana College	AAUP (AAUP/AFT 1975)	203 f/pt	1978	1976	4	1	6/30/89
Miles Community College	Ind.	24	1973		2	1	6/30/88
Northern Montana College	AFT (NEA 1975)	85	1979	1976	4	1	6/30/91
University of Montana	AFT	424 f/pt	1978	1979	4	1	6/30/91
Western Montana College	AFT (NEA 1975)	44 ft	1983	1975	4	1	6/30/87
NEBRASKA							
Central Community College	CCCEA	120	1985	1976	2	3	8/14/89
Columbus-Region 1					2		
Grand Island-Region 2					2		
Hastings-Region 3					2		
Metropolitan Technical Community College	NEA	125 ft	1974	1974	2	3	6/30/91
Elkhorn Valley Campus					2		
Main Campus					2		
South Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEBRASKA (Cont.)							
Mid-Plains Technical Community College Area	NEA	75	1976	1976	2	2	1991
McCook					2		
North Platte					2		
Nebraska State Colleges	SCEA/NEA	517	1976		4	3	6/30/91
Kearney St. Col.					4		
Peru St. Col.					4		
Wayne St. Col.					4		
Southeast Community College	Ind. (NEA 1975)	238	1979	1975	2	3	6/30/91
Beatrice Campus					2		
Lincoln Campus					2		
Milford Campus					2		
University of Nebraska (Omaha)	AAUP	400	1979	1981	4	1	6/30/91
University of Nebraska College of Law (Lincoln)	Ind.[28]	25	1976	---	4	1	
Western Nebraska Community College	NEA	69	1976		2	2	8/31/87
Scottsbluff Campus					2		
Sidney Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW HAMPSHIRE							
*Franklin Pierce College	AFT	100 f/pt	1974	1974	4	1	8/31/91
Keene State College	NEA[29]	157 ft	1977	1979	4	1	6/30/91
NEW JERSEY							
Atlantic Community College	NJEA/NEA	75	1968	1970	2	1	6/30/90
Bergen Community College	NJEA/NEA	245 ft	1968	1969	2	1	6/30/91
*Bloomfield College	AAUP	50 f/pt	1973	1975	4	1	6/30/91
Brookdale Community College	NJEA/NEA	185	1971	1974	2	1	6/30/89
o Administrative Unit	NJEA/NEA				2	1	6/30/92
Burlington County College	NJEA/NEA	96	1970	1971	2	1	6/30/91
Camden County College	NJEA/NEA (NEA 1968, AFT 1972)	96	1980		2	1[30]	6/30/88
County College of Morris	NJEA/NEA (Ind. 1974)	193	1975	1975	2	1	9/29/90
Cumberland County College	NJEA/NEA	50	1968	1969	2	1	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont.)							
Essex County College	NJEA/NEA	148	1968	1970	2	2	8/31/91
Newark Campus					2		
West Caldwell Campus					2		
Gloucester County College	AFT (NEA 1968)	75 ft	1972	1969	2	1	6/30/92
Hudson County Community College	NJEA/NEA	45	1989	1989	2	1	6/30/91
o Administrators	NJEA/NEA	23	1989	1989	2	1	6/30/91
Mercer County Community College	NJEA/NEA	121 ft	1970	1971	2	1[31]	6/30/90
o Professional Staff	AFT (NEA 1975)	77	1987	---	2	1	
Middlesex County College	AFT	205	1968	1968	2	1	6/30/91
*Monmouth College	AAUP (NEA 1971)	152 ft	1978	1971	4	1	6/30/91
New Jersey Institute of Technology	AAUP (Ind. 197ρ)	350	1988	1971	4	1	6/30/86
New Jersey State College System	AFT (NEA 1969)	3,024	1972	1970	4	9	6/30/89
Glassboro St. Col.					4		
Jersey City St. Col.					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
New Jersey State College System (Cont.)							
Kean Col. of New Jersey					4		
Montclair St. Col.					4		
Ramapo Col. of New Jersey					4		
Stockton St. Col.					4		
Thomas A. Edison St. Col.					4		
Trenton St. Col.					4		
William Paterson Col. of NJ					4		
o Part-time Faculty	AFT	102	1987	---	4	9	
Ocean County College	NJEA/NEA	109 ft	1968	1968	2	1	8/31/90
Passaic County Community College	NJEA/NEA	60 ft	1972	1972	2	1	8/20/90
Raritan Valley Community College[32]	AFT (NEA)	92	1973		2	1	6/30/90
*Rider College	AAUP	310 f/pt	1973	1974	4	1	8/31/91
Rutgers State University of New Jersey	AAUP	2,573 1,599(TA/GA)	1970	1971	4	3	6/30/89
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
o Adjunct Faculty	AAUP	450	1988	---	4	3	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont.)							
Salem Community College	NJEA/NEA	30	1975	1976	2	1	6/30/88
*Union County College[33]	AAUP	180 ft	1974	1975	2	4	8/31/90
Elizabeth Campus					2		
Main Campus-Cranford					2		
Plainfield Campus					2		
Scotch Plains Campus					2		
University of Medicine and Dentistry of New Jersey	AAUP	900 ft	1972	1973	4	5	6/30/89
Grad. School of Biomedical Sciences					4		
New Jersey Dental School					4		
New Jersey Medical School					4		
School of Osteopathic Medicine					4		
Robert Wood Johnson Medical School[34]					4		
o School of Health Related Professions	NJEA/NEA	30 ft	1984	1984	4	3	6/30/89
NEW YORK							
*Adelphi University	AAUP	300 ft 450 pt	1972	1973	4	1[35]	8/31/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Adirondack Community College	NEA (ACCF[36] 1970, AFT 1978)	90	1985	1970	2	1	8/31/92
*Bard College	AAUP	88	1972	1973	4	1	6/30/90
Broome Community College	NYEA/NEA	217 ft 125 pt	1979	1969	2	1	8/31/93
Cayuga County Community College	NYEA/NEA (NEA 1970, ACCF 1972)	75 ft	1978	1970	2	1	8/31/89
City University of New York	PSC/AFT/ AAUP[37]	9,230 ft 6,893 pt	1969	1969	2/4	19	8/31/90
Baruch College					4		
Bor. of Manhattan Comm. Col.					2		
Bronx Comm. Col.					2		
Brooklyn College					4		
City College					4		
College of Staten Island							
St. George's Campus					2		
Sunnyside Campus					4		
Grad. School & Univ. Center					4		
Hostos Comm. Col.					2		
Hunter College					4		
John Jay Col. of Criminal Justice					4		
Kingsborough Comm. Col.					2		
LaGuardia Comm. Col.					2		
Lehman College					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
City University of New York (Cont.)							
Medgar Evers College					4		
New York City Tech. Col.					2		
Queens College					4		
Queensborough Comm. Col.					2		
York College					4		
o Research Foundation	PSC/AFT/ AAUP	59	1969	1974	2/4	1	9/30/91
Clinton Community College	NYEA/NEA (ACCF 1972)	55 ft	1978	1973	2	1	8/31/88
*College of Insurance	AAUP	19	1985	1987	4	1	8/31/90
Columbia-Greene Community College	NYEA/NEA (NYSUT/AFT 1971)	43 ft	1979	1971	2	1	8/31/90
Community College of the Finger Lakes	NYEA/NEA (ACCF 1974)	151 ft	1978	1975	2	1	8/31/91
Y*Cooper Union	NYSUT/AFT	61	1975	1978	4	1	8/31/89
Cornell University ILR Adjunct Faculty	NYSUT	200	1981	1981	4	3	8/31/89
Long Island Campus					4		
New York City Campus					4		
Westchester/Rockland Campus					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
*Culinary Institute of America	Ind.	95	1979	1979	2	1	5/31/92
*Dowling College	NYSUT/AFT	82	1978	1979	4	1	8/31/91
Dutchess Community College	NEA (NYSUT/AFT 1968)	200	1987	1969	2	1	8/31/91
o Adjunct Faculty	NEA (NYSUT/AFT 1985)	270	1987	1987	2	1	8/31/90
*D'Youville College	AAUP	67 ft	1976	1977	4	1	8/31/89
Erie Community College	NEA/NYEA (NEA 1971, ACCF 1972)	468	1978	1967	2	3	8/31/90
City Campus					2		
North Campus					2		
South Campus					2		
Fashion Institute of Technology	AFT[38] (NYSUT/AFT)	224 600 Adjunct 320 ft staff 100 pt staff	1976	1967	2	1	8/31/90
*Fordham University Law School	Ind.	26	1971	---	4	1	

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Fulton-Montgomery Community College	NYEA/NEA (NEA 1969, ACCF 1972)	67 ft	1978	1969	2	1	8/31/89
Genesee Community College	NYEA/NEA (NEA 1970, ACCF 1972)	118 ft	1978	1970	2	1	8/31/90
Herkimer County Community College	NYSUT (Ind. 1975)	92	1983	1977	2	1	8/31/91
*Hofstra University	AAUP	400 ft 300 pt	1973	1974	4	1	8/31/91
Hudson Valley Community College	Ind. (NYEA/NEA 1969,ACCF 1972)	250 ft	1983	1969	2	1[39]	8/31/89
o Opportunity Center	NYSUT	26 ft	1976	1976	2	1	8/31/89
Jamestown Community College	Ind. (NEA 1970)	125	1972	1970	2	2	8/31/90
Cattaraugus County Campus					2		
Jamestown Campus					2		
Jefferson Community College	NYEA/NEA	75 ft	1975	1969	2	1	8/31/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Y*Long Island University-Brooklyn Center	AFT/NYSUT (AFT 1970)	200	1976	1972	4	1	8/31/91
Y* o College of Pharmacy	AAUP	30	1978	1979	4	1	10/31/91
Y*Long Island University-C.W. Post Center	AFT (NYSUT 1973)	350	1976	1975	4	1	8/31/91
o Adjunct Faculty	CWA (NYEA/NEA 1978)	1,000	1987	1979	4	1	10/31/90
Y*Long Island University-Southampton Center	AFT (NYSUT 1973)	64	1976	1975	4	1	8/31/91
*Marymount College	AAUP	65	1976	1977	4	1	8/31/88
Mohawk Valley Community College	NYSUT/AFT	210 ft	1972	1972	2	2	8/31/92
Rome Campus					2		
Utica Campus					2		
Monroe Community College	NYSUT/AFT	360 f/pt	1969	1969	2	1	8/31/90
Nassau Community College	NYSUT/AFT (Ind., NCCFT)	682	1969	1969	2	1	8/31/91
o Adjunct Faculty	NYSUT/AFT (AFA)	1,620	1974	1974	2	1	9/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
*New York Institute of Technology	AAUP	311	1970	1971	4	3	8/31/92
Central Islip Campus					4		
New York City Campus					4		
Old Westbury-Main Campus					4		
*New York University Law School	Ind.		1973	---	4	1	
Niagara County Community College	NYEA/NEA (ACCF)	202	1978	1969	2	1	8/31/90
*Niagara University	AAUP (Ind. 1975)	140	1989	1979	4	1	8/31/82
North Country Community College	NYEA/NEA (NEA 1969, ACCF 1972)	65 ft	1978	1970	2	4	8/31/90
Elizabethtown Campus					2		
Malone Campus					2		
Saranac Lake Campus					2		
Ticonderoga Campus					2		
Onondaga Community College	NYSUT/AFT[40]	220 ft 284 pt	1967	1968	2	1	8/31/92
o Administration	NYSUT/AFT/ ACA	31	1973	1973	2	1	8/31/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Orange County Community College	NYEA/NEA (NEA 1969, ACCF 1972)	125	1978	1969	4	1	8/31/92
o Staff & Chairmen	Ind.	60	1969	1969	4	1	8/31/92
Y*Pratt Institute	AFT (AFT 1971, NYSUT)	120 ft 350 pt	1971	1972	4	2	8/31/92
Brooklyn					4		
Pratt Manhattan Center					4		
Rockland Community College	NYSUT/AFT	160	1969	1967	2	1	8/31/91
*St. John's University	AAUP/Ind.	615 ft 305 pt	1970	1970	2/4	2	6/30/90
Queens					2/4		
Staten Island					4		
Schenectady County Community College	NYEA/NEA (NEA 1970, ACCF 1972)	76	1978	1971	2	1	8/31/91
o Chairmen, Administrators, & Directors	NYSUT				2	1	8/31/91
State University of New York	UUP[41]/ AFT (NYSUT 1971, UUP/AFT 1976)	16,200	1978	1971	2/4	30	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
State University of New York (Cont.)							
College of Technology							
Alfred					2		
Canton					2		
Cobleskill					2		
Delhi					2		
Farmingdale					2		
Morrisville					2		
Col. of Environmental Sci. and Forestry at Syracuse					4		
Col. of Technology at Utica/Rome					4		
Empire State College					4		
Maritime Col. at Fort Schuyler					4		
State University Colleges							
Brockport					4		
Buffalo					4		
Cortland					4		
Fredonia					4		
Geneseo					4		
New Paltz					4		
Old Westbury					4		
Oneonta					4		
Oswego					4		
Plattsburgh					4		
Potsdam					4		
Purchase					4		
State University of New York							
Albany					4		
Binghamton					4		
Buffalo					4		
Stony Brook					4		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
State University of New York (Cont.)							
Medical Centers							
Brooklyn Health Sci. Center					4		
Col. of Optometry at New York City					4		
Stony Brook Health Science Center					4		
Syracuse Health Sci. Center					4		
Suffolk County Community College	NYSUT/AFT	415	1970	1970	2	3	8/31/89
Eastern Campus (Riverhead)					2		
Selden Campus					2		
Western Campus (Brentwood)					2		
o Guild of Administrative Officers	AFSCME	80	1970	1970	2	3	8/31/88
Sullivan County Community College	NEA (ACCF 1974)	120	1978	1976	2	1	8/31/90
*Taylor Business Institute	AFT	60	1969	1970	2	1	6/89
Tompkins-Cortland Community College	NYEA	91	1982	1983	2	1	8/31/92
*Trocaire College	Ind.	34 ft 46 pt	1974	1981	2	1	8/15/92

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Ulster County Community College	Ind. (NEA 1970, ACCF 1972, NYEA/NEA 1978)	86	1989	1970	2	1	8/31/90
o Administrative Staff	NYEA/NEA (OPAP 1970)	57	1984	1970	2	1	8/31/90
U.S. Merchant Marine Academy	AFGE	75	1978	1968	4	1	1974
*Utica College of Syracuse University	AAUP	110 ft	1976	1977	4	1	6/30/90
Westchester Community College	NYSUT/AFT	210	1969	1969	2	1	8/31/88
OHIO							
Central State University	AAUP	125	1985	1985	4	1	8/31/91
Cincinnati Technical College	AAUP	135	1989	---	2	1	
Cuyahoga Community College District	AAUP	372 ft	1977	1978	2	3	9/1/92
Eastern Campus					2		
Metropolitan Campus					2		
Western Campus					2		
*Dyke College	AFT	18 ft	1975	1976	4	1	8/31/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OHIO (Cont.)							
Edison State College	NEA	43	1985	1986	2	1	8/31/92
Hocking Technical College	OEA/NEA	55	1986	1988	2	1	12/31/90
Jefferson Technical College	OEA/NEA	46	1985	1986	2	1	12/31/91
Kent State University	AAUP[42] (AAUP/NEA 1975)	877 ft	1977	1978	2/4	8	9/16/92
Astabula Regional Campus					2		
East Liverpool Regional Campus					2		
Geauga Regional Campus					2		
Main Campus					4		
Salem Regional Campus					2		
Stark County Regional Campus					2		
Trumbull Regional Campus					2		
Tuscarawas Regional Campus					2		
Lakeland Community College	NEA	114 ft	1978	1978	2	1	8/31/91
Northwest Technical College	NEA	35	1975	1973	2	1	8/31/91
Owens Technical College	AFT (Ind.)	90	1989		2	1	
Y*Rio Grande College & Community College	Ind.	76	1976	1985	2/4	1	Salaries Only-6/90 Tenure-6/30/88

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OHIO (Cont.)							
Shawnee State University	NEA	87	1975	1976	4	1	8/31/90
Southern State Community College	NEA	40	1985	1986	2	3	8/31/92
Central Campus					2		
North Campus					2		
South Campus					2		
Terra Technical College	NEA	46	1985	1986	2	1	8/31/91
University of Cincinnati	AAUP	1,905	1975	1976	2/4	4	8/31/92
Clermont General & Tech. Col.					2		
Col. of Applied Science					2		
Raymond Walters Col.					2		
University Col.					4		
Y*Wilberforce University	AAUP	49 ft	1979	1979	4	1	5/31/93
Youngstown State University	NEA	425 ft	1972	1973	2/4	1	9/25/91
OREGON							
Blue Mountain Community College	NEA/OEA	71 ft	1975	1976	2	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OREGON (Cont.)							
Central Oregon Community College	Ind.[43] (Ind. 1975, NEA 1979)	72 ft 20 pt	1985	1977	2	1	6/30/92
Chemeketa Community College	NEA/OEA	225	1974	1974	2	1	6/30/91
o Adjunct Faculty	NEA/OEA	320 pt	1984	1984	2	1	6/30/91
Clackamas Community College	NEA/OEA	148 ft	1975	1973	2	1	6/30/92
Clatsop Community College	NEA	36 ft	1975	1975	2	1	6/30/91
Lane Community College	NEA	268 ft	1974	1974	2	1	6/30/90
Linn-Benton Community College	Ind.	143 ft	1974	1974	2	1	6/30/91
Mount Hood Community College	Ind.	173 ft	1975	1976	2	1	8/31/91
o Part-time Faculty	NEA/OEA	400	1982	1984	2	1	6/30/91
Portland Community College	OFT/AFT	377	1974	1975	2	3[44]	8/31/92
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
o Part-time Faculty	OFT/AFT	984	1984	1986	2	3	9/14/91
Portland State University	AAUP	548	1978	1979	4	1	6/30/89
o Part-time Faculty	AFT	200	1978	1979	4	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OREGON (Cont.)							
Rogue Community College	NEA/OEA	61 ft	1975	1975	2	1	6/30/90
Y Southern Oregon State College	Ind.	193 ft	1973	1975	4	1	6/30/89
Southwestern Oregon Community College	AFT	65 f/pt	1974	1974	2	1	6/30/90
Treasure Valley Community College	NEA	55		1980	2	1	6/30/88
Western Oregon State College	AFT	171 f/pt	1977	1977	4	1	6/30/91
*Western States Chiropractic College	Ind./AFT	20 ft 15 pt	1978	1979	4	1	6/30/90
PENNSYLVANIA							
Bucks County Community College	AFT	181	1971	1972	2	1	8/14/92
Community College of Allegheny County	AFT	362	1971	1972	2	4	8/22/92
Allegheny Campus					2		
Boyce Campus					2		
North Campus (Pittsburgh)					2		
South Campus (West Mifflin)					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont.)							
Community College of Beaver County	NEA (AFT 1970)	54 ft	1973	1972	2	1	8/31/92
Community College of Philadelphia	AFT	358 ft	1970	1970	2	1[43]	8/31/90
o Adjunct Faculty	AFT	564 pt	1978	1983	2	1	8/31/90
Delaware County Community College	NEA	100 ft	1974	1975	2	1	8/20/84
*Lackawanna Junior College	NEA	22 ft	1979	1980	2	1	12/31/89
Lehigh County Community College	NEA	70 ft	1970	1972	2	1	8/31/91
Lincoln University	AAUP	80 ft	1972	1973	4	1	8/31/88
Luzerne County Community College	NEA	109	1971	1971	2	1	8/31/90
Mongomery County Community College	AFT (AAUP 1979)	150 ft	1982	1980	2	1	8/31/91
*Moore College of Art	AFT	30 ft 20 pt	1971	1971	4	1	8/31/88
Northampton County Area Community College	AFT	101	1976	1977	2	1	6/30/92

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont.)							
Pennsylvania College of Technology[46]	NEA	185	1971	1972	2	2	8/31/91
Natural Resources					2		
North Campus					2		
Pennsylvania State System of Higher Education	APSCUF/ AFT[47] (NEA 1971, Ind. 1977, APSCUF/AFT/AAUP 1979)	5,190 f/pt	1971	1971	4	14	6/30/90
Bloomsburg Univ. of Penn.					4		
California Univ. of Penn.					4		
Cheyney Univ. of Penn.					4		
Clarion Univ. of Penn.					4		
East Stroudsburg Univ. of Penn.					4		
Edinboro Univ. of Penn.					4		
Indiana Univ. of Penn.					4		
Kutztown Univ. of Penn.					4		
Lock Haven Univ. of Penn.					4		
Mansfield Univ. of Penn.					4		
Millersville Univ. of Penn.					4		
Shippensburg Univ. of Penn.					4		
Slippery Rock Univ. of Penn.					4		
West Chester Univ. of Penn.					4		
Reading Area Community College	AFT	35	1974	1975	2	1	6/30/90
*Robert Morris College	AFT	121 ft	1974	1975	4	1	4/12/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont.)							
*Spring Garden College	AFT	50 ft	1979	1979	4	1	8/31/90
Temple University	AAUP/AFT	1164	1972	1973	4	3	6/30/90
Ambler Campus					4		
Philadelphia Campus					4		
Tyler School of Art Campus					4		
Temple University Law School	Ind.	43 ft	1973	1973	4	1	6/30/91 Salaries Only
University of Pittsburgh Part-time Faculty	AAUP/AFT	922	1989	---	4	5	
University of Pittsburgh Medical School (See also "No Agent" Listing)	Ind.	831 f/pt	1976	---	4	1	
*University of Scranton	Ind.	230 ft	1974	1974	4	1	8/31/92
Westmoreland County Community College	NEA	83 ft	1972	1972	2	1	6/30/93
RHODE ISLAND							
*Bryant College	AFT	128 ft 140 pt	1967	1967	4	1	7/31/92

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
RHODE ISLAND (Cont.)							
Community College of Rhode Island	NEA	321.5 f/pt	1972	1972	2	2	6/30/90
Lincoln Campus					2		
Warwick Campus					2		
Rhode Island College	AFT	375 ft	1972	1972	4	1	6/30/90
*Rhode Island School of Design	NEA	97 ft	1978	1979	4	1	6/30/90
o Adjunct Faculty	NEA	93 pt	1980		4	1	6/30/90
*Roger Williams College	NEA	119 ft 56 pt	1972	1973	4	2	6/30/92
Bristol Campus					4		
Providence Branch					4		
University of Rhode Island	AAUP	688	1971	1972	4	4	6/30/90
C.C.E. Campus					4		
Kingston Campus					4		
Narragansett Bay Campus					4		
W. Alton Jones Campus					4		
SOUTH DAKOTA							
*National College of Business	NEA	40 ft	1976	1977	4	1	8/31/87

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
SOUTH DAKOTA (Cont.)							
South Dakota Board of Regents System	NEA	1,250 ft	1977	1979	4	6	6/30/92
Black Hills St. Univ.					4		
Dakota St. Univ.					4		
Northern St. Univ.					4		
S.D. Sch. of Mines & Tech.					4		
S.D. State University					4		
Univ. of South Dakota					4		
VERMONT							
Vermont State Colleges	AFT	232	1973	1975	2/4	4	8/31/90
Castleton St. Col.					4		
Johnson St. Col.					4		
Lyndon St. Col.					4		
Vermont Tech. Col.					2		
o Adjunct Faculty	AFT	68	1987	---	2/4	4	
WASHINGTON							
Bellevue Community College	NEA	450 ft	1972	1972	2	1	8/31/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont.)							
Big Bend Community College	WEA/NEA (Ind./NEA 1965, AFT 1975)	44	1980	1972	2	1	6/12/90
Centralia College[68]	AFT (NEA 1968)	80 ft 124 pt	1986	1986	2	1[69]	6/30/92
Clark College	NEA (Ind.)	65	1974	1964	2	1	9/1/82
Columbia Basin Community College	WEA/NEA	37 f/pt	1972	1973	2	1	6/30/89
Edmonds Community College	AFT (Ind. 1969)	115 ft 300 pt	1975	1976	2	1[70]	6/30/91
Everett Community College	AFT (Ind. 1969)	114 ft 128 pt	1975	1976	2	1	6/30/90
Green River Community College	AFT/NEA	103 ft 120 pt	1972	1973	2	1	5/15/90
Highline Community College	NEA	132 ft 250 pt	1965	1969	2	1	8/31/91
Lower Columbia College	LCCFA (NEA 1967)	82	1981	1972	2	1	6/30/90
Olympic College	NEA	96 ft 231 pt	1964		2	1	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont.)							
Peninsula College	NEA/WEA	43 ft 65 pt	1967	1980	2	1	6/30/89
Pierce College[51]	Ind. (SEIU 1981; NEA 1969)	96 ft 300 pt	1989	1969	2	1	4/12/92
Seattle Community College District VI	AFT	330	1968	1968	2	3	8/31/91
Central Campus					2		
North Campus					2		
South Campus					2		
Shoreline Community College	AFT (NEA 1970)	302 f/pt	1974	1975	2	1	6/30/89
Skagit Valley College	NEA	88 ft 200 pt	1965	1969	2	2	6/30/89
Mount Vernon Campus					2		
Whidbey Campus					2		
South Puget Sound Community College[52]	AFT (NEA 1968)	63 ft 125 pt	1986	1986	2	1	6/30/89
Spokane Falls Community College District XVII	NEA	350 ft 650 pt	1970	1977	2	2	8/31/88
Spokane Comm. Col.					2		
Spokane Falls Comm. Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont.)							
Tacoma Community College	AFT	81 ft 205 pt	1972	1973	2	1	6/19/88
Walla Walla Community College	NEA	90	1968	1970	2	2	6/30/89
Clarkston Center					2		
Main Campus					2		
Wenatchee Valley College	NEA	58 ft 120 pt	1965	1975	2	2	6/30/92
Main Campus					2		
North Campus					2		
Whatcom Community College	AFT	125 f/pt	1975	1976	2	1	8/31/91
Yakima Valley Community College	AFT (NEA 1971, AFT 1973)	375 f/pt	1978	1973	2	1	6/30/89
WISCONSIN							
Blackhawk Vocational Technical College	AFT/WFT	89	1972	1974	2	1	6/30/89

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont.)							
Chippewa Valley Technical College[53]	WEA/NEA	188	1985	1969	2	3	6/30/91
Chippewa Falls Campus					2		
Menomonie Campus					2		
River Falls Campus					2		
Fox Valley Technical Institute	NEA	200	1968	1969	2	2	6/30/87
Fox Valley Tech. Inst.-Appleton					2		
Fox Valley Tech. Inst.-Oshkosh					2		
Gateway Technical College	WEA/NEA (AFT 1972)	250	1982	1973	2	4	6/30/89
Gateway Aviation Cntr. Kenosha					2		
Gateway Tech.-Elkhorn					2		
Gateway Tech.-Kenosha					2		
Gateway Tech.-Racine					2		
Lakeshore Technical College	NEA/LEA	92 ft	1968	1968	2	1	6/30/89
Madison Area Vocational & Technical	AFT	375	1969	1969	2	5	6/30/89
Mad. Area Tech. Col.-Ft. Atkinson					2		
Mad. Area Tech. Col.-Madison					2		
Mad. Area Tech. Col.-Portage					2		
Mad. Area Tech. Col.-Reedsburg					2		
Mad. Area Tech. Col.-Watertown					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont.)							
Mid-State Technical College	NEA	87	1970	1970	2	3	8/23/89
Marshfield					2		
Stevens Point					2		
Wisconsin Rapids					2		
Milwaukee Area Technical College	AFT	600	1963	1967	2	4	6/30/89
Milwaukee Campus					2		
North Campus					2		
South Campus					2		
West Campus					2		
Moraine Park Technical College	AFT	138	1969	1969	2	3	6/30/91
Beaver Dam Campus					2		
Fond du Lac Campus					2		
West Bend Campus					2		
North Central Technical Institute	NEA	138	1969	1969	2	2	6/30/87
Main Campus-Wausau					2		
Satellite-Antigo					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont.)							
Northeast Wisconsin Technical College	NEA (AFT 1967)	195	1972	1972	2	3	8/24/91
Green Bay Campus					2		
Marinette Campus					2		
Sturgeon Bay Campus					2		
*Northland College	Ind.	42 ft	1975	1979	4	1	6/30/90
Southwest Wisconsin Technical College	AFT	90 f/pt	1972	1978	2	1	6/30/90
Waukesha County Technical College	NEA	156 ft 94 pt	1967	1967	2	3	7/31/89
Menomonie Falls Campus					2		
Pewaukee (Main Campus)					2		
Waukesha Campus					2		
Western Wisconsin Technical Institute	AFT (Ind. 1976)	170	1976	1977	2	1	6/30/89
Wisconsin Indianhead VTAE District	AFT	140	1972	1972	2	4	6/30/89
Ashland Campus					2		
New Richmond Campus					2		
Rice Lake Campus					2		
Superior Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur. Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
GUAM							
University of Guam	GFT/AFT	90	1985	1976	4	1	1991

FOOTNOTES

+As long as a certificate of recognition is in effect, the institution is designated as having a bargaining agent, even if no collective bargaining has ever taken place. No distinction is made between agent elections and/or voluntary recognition.

++Three dashes (---) in this column indicate that no contract has been signed, according to available information.

#For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus, along with institutional self-reporting, was used. NCES defines branch campuses as those possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance.

*Private institution.

**First contract between parties.

YCollege and universities that have exercised a Yeshiva-like claim.

ft indicates full-time, pt part-time.

1. Sources for this publication: communication with institutions, faculty organizations, The Chronicle of Higher Education, Higher Education Daily, and Government Employee Relations Report. Data on bargaining unit size, date of first contract and number of campuses have been obtained from the institutions and agents.

2. The University of Alaska, a statewide system of higher education, restructured itself from 15 separate accredited institutions (which included all the former Community Colleges) to four separate accredited institutions. The former community colleges, with the exception of Prince William Sound Community College, became extended colleges of one of the three new University centers.

3. The recognized bargaining agent, CTA/NEA defeated a decertification attempt by an Independent association, (1983).

4. Independent agent. Certification covers professional and non-professional librarians. No collective bargaining activity reported; union in inactive status.

5. Formerly Marin Community College.

6. Includes two educational centers.

7. See "No-Agent" Listing.

8. Includes five off-campus locations.

9. Includes 7 campus centers: Alemany, Chinatown C.C. Center, C.C. Skills Center, Downtown Center, John Adams Community Center, John O'Connell C.C.

Center and Mission C.C. Center.

10. Santa Clarita Community College District encompasses the College of the Canyons, listed in previous Directories.

11. Includes eight outreach centers.

12. Includes three satellite centers.

13. The only organized faculty bargaining unit is at the University of California at Santa Cruz.

14. Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organization into the United Faculty of Florida, Local 1847 of AFT (1979). In 1982, AFT dechartered UFF; UFF then affiliated with NEA.

15. Rejected decertification/opt out election (Sept. 1981).

16. Rejected decertification attempt (1978).

17. Chicago State, Eastern Illinois, Governors State, Northeastern Illinois, and Western Illinois Universities bargain collectively as one unit.

18. Formerly Thornton Community College.

19. East St. Louis Community College and State Community College merged into State Community College of East St. Louis.

20. The recognized bargaining agent, AAUP/NEA, defeated a decertification attempt by the AFT (1979).

21. Rejected decertification attempt (1978).

22. The Board of Regents of Higher Education is comprised of the Massachusetts Community College System and Massachusetts State Colleges; they bargain as two separate units.

23. The recognized bargaining agent, MTA/NEA, defeated a decertification attempt by the AFT (1983).

24. See footnote 21.

25. University of Massachusetts-Amherst campus rejected decertification attempt (1980).

26. Includes the Miller-Searle Campus Center.

27. The University of Minnesota has 5 campuses: Twin Cities, Morris, Duluth, Crookston, Waseca. Twin Cities, Morris, and Duluth are 4-year institutions; Crookston and Waseca are 2-year institutions. Duluth and Waseca are the only unionized campuses and they bargain together as a unit.

28. University of Nebraska-Law.

29. Rejected decertification attempt (Jan. 1979).

30. Includes one campus center.

31. Includes the Kerney Campus Center.

32. Formerly Somerset County College.

33. Union College and Union County Technical Institute merged into Union County College. The AAUP, which had held agent status at Union College, defeated the NEA, the bargaining agent at Union County Technical Institute, for agent status at the newly organized institution. (Vote: AAUP-109, NEA-67).

34. Formerly Rutgers Medical School.

35. Includes five extension centers.

36. Associated Community College Faculties no longer independent union as of 8/31/78; individual locals voted to affiliate with either NYSUT/AFT or NYEA/NEA.

37. AAUP affiliated with PSC/AFT (February 1981).

38. The initial faculty agent was elected in 1967. In 1971, separate staff and adjunct bargaining agents were also elected. The three units were subsequently combined into one in 1972.

39. Includes the Capital District Educational Campus Center.

40. Adjunct faculty which had previously been designated a separate bargaining unit is included with the full-time faculty unit as of 1985.

41. United University Professions defeated challenge to agent status by NYEA (December 1978). Unit includes the faculty and non-teaching professionals.

42. Faculty at Kent State University voted to sever ties with NEA, while retaining affiliation with AAUP (1979).

43. Unit voted to disaffiliate with NEA (1985).

44. Includes Ross Island, Southeast and Stadium Campus Centers.

45. Includes thirty-seven sites.

46. Formerly Williamsport Area Community College.

47. APSCUF is the bargaining agent regardless of with whom they are affiliated.

48. Centralia College and South Puget Sound Community College, which had bargained separately had been merged into District XII. In 1988, legislation was passed separating the district.

49. Includes Garrett Heyns Educational Center.

50. Edmonds CC provides educational services for the State Dept. of Corrections. The unit does not differentiate among teaching assignments.

51. Formerly Fort Steilacoom Community College.

52. See footnote 45.

53. Formerly District I Technical Institute, and Area Vocational Technical & Adult Education District I.

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

Institutions	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
CALIFORNIA							
Coast Community College	NEA	1,100	1979	1980	2	3	6/30/90
Coastline Comm. Col.					2		
Golden West Comm. Col.					2		
Orange Coast Comm. Col.					2		
Rancho Santiago Comm. Col. District	NEA				2	1	6/30/88
*University of San Francisco	AFT	251	1981	1985	4	1	12/30/88
DISTRICT OF COLUMBIA							
American University	ELIFA	18	1982	1982	4	1	4/88
ILLINOIS							
Oakton Community College	NEA	75	1985	1987	2	1	8/10/90

Institutions	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
MAINE							
University of Maine System	PATFA/AFT	302	1986	1988	4	7	8/31/92
Univ. of Maine					4		
Univ. of Maine-Augusta					4		
Univ. of Maine-Farmington					4		
Univ. of Maine-Fort Kent					4		
Univ. of Maine-Machias					4		
Univ. of Maine-Presque Isle					4		
Univ. of Southern Maine					4		
MASSACHUSETTS							
*Berklee College of Music	AFT	54	1985	1986	4	1	6/1/89
Massachusetts Community College System	NEA/MTA/ MCCC	1,800	1987	---	2	17	
Berkshire Comm. Col.					2		
Blue Hills Comm. Col.					2		
Bristol Comm. Col.					2		
Bunker Hill Comm. Col.					2		
Cape Cod Comm. Col.					2		
Greenfield Comm. Col.					2		
Holyoke Comm. Col.					2		
Massachusetts Bay Comm. Col.					2		
Massasoit Comm. Col.					2		
Middlesex Comm. Col.					2		
Mt. Wachusett Comm. Col.					2		
North Shore Comm. Col.					2		

Institutions	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
Massachusetts Community College System (Cont.)							
Northern Essex Comm. Col.					2		
Quincy Junior Col.					2		
Quinsigmond Comm. Col.					2		
Roxbury Comm. Col.					2		
Springfield Tech. Comm. Col.					2		
Massachusetts State College	NEA/MTA	1,1050 pt	1987	---	4	9	
Bridgewater St. Col.					4		
Fitchburg St. Col.					4		
Framingham St. Col.					4		
Massachusetts Col. of Art					4		
Massachusetts Maritime Academy					4		
North Adams St. Col.					4		
Salem St. Col.					4		
Westfield St. Col.					4		
Worcester St. Col.					4		
Southeastern Massachusetts University	AFT	40	1985	1986	4	1	6/30/89
MICHIGAN							
Northern Michigan University	NEA	24	1980	1980	2	1	8/25/89

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Institutions	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
NEW JERSEY							
New Jersey State College System	AFT	102	1987	---	4	9	
Glassboro St. Col.					4		
Jersey City St. Col.					4		
Kean Col. of New Jersey					4		
Montclair St. Col.					4		
Ramapo Col. of New Jersey					4		
Stockton St. Col.					4		
Thomas A. Edison St. Col.					4		
Trenton St. Col.					4		
William Paterson Col. of New Jersey					4		
Rutgers State University of New Jersey	AAUP	450	1988	---	4	3	
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
NEW YORK							
Cornell University, ILR	NYSUT	200	1981	1981	4	3	8/31/89
Long Island Campus					4		
New York City Campus					4		
Westchester/Rockland Campus					4		

80

Institutions	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
NEW YORK (Cont.)							
Dutchess Community College	NEA (NYSUT/AFT 1985)	270	1987	1987	2	1	8/31/90
Long Island University, C.W. Post Center	CWA (NYEA/NEA 1978)	1,000	1987	1979	4	1	10/31/90
Nassau Community College	NYSUT/AFT (AFA)	1,620	1974	1974	2	1	9/30/91
OREGON							
Chemeketa Community College	NEA/OEA	320	1984	1984	2	1	6/30/91
Mount Hood Community College	NEA/OEA	400	1982	1984	2	1	6/30/91
Portland Community College	OFT/AFT	984	1984	1986	2	3	9/14/91
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
Portland State University	AFT	200	1978	1979	4	1	6/30/89

Institutions	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
PENNSYLVANIA							
Community College of Philadelphia	AFT	564	1978	1983	2	1	8/31/90
RHODE ISLAND							
Rhode Island School of Design	NEA	93	1980		4	1	6/30/90
VERMONT							
Vermont State Colleges	AFT	68	1987	---	2/4	4	
Castleton St. Col.					4		
Johnson St. Col.					4		
Lyndon St. Col.					4		
Vermont Tech. Col.					2		

FOOTNOTES

1. Continuing Education Faculty
2. Skills Center Instructors

GRADUATE AND TEACHING ASSISTANT CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

GRADUATE AND TEACHING ASSISTANT CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
FLORIDA							
Florida State University System-Graduate Assistants United	UFF/FTP/ NEA	3,300		1982	4	2	4/30/89
Univ. of Florida					4		
Univ. of S. Florida					4		
MICHIGAN							
University of Michigan	AFT	1,800	1976	1976	4	3	3/1/89
Ann Arbor					4		
Dearborn					4		
Flint					4		
NEW JERSEY							
Rutgers State University of New Jersey	AAUP	1,573 (TA/GA)	1970	1971	4	3	6/30/89
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		

Institution	Bargaining Agent	Unit Size	Cur. Agent Elected	Initial Contract	2/4 Yr. College	No. of Campuses	Contract Expiration
OREGON							
University of Oregon	AFT	1,000	1977	1978	4	1	6/30/89
WISCONSIN							
University of Wisconsin-Madison	TAA/AFT	2,400	1987	1988	4	1	6/30/89

FACULTY COLLECTIVE BARGAINING AT
CANADIAN UNIVERSITIES

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES*

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration
ALBERTA**					
University of Alberta	CAUT[1]	2,034	1982		Annual
University of Athabasca	CAUT	111	1982		Annual
University of Calgary	CAUT	1,346	1982		6/30/92
University of Lethbridge	CAUT	278	1982		Annual
MANITOBA					
Brandon University	CAUT	195	1978	1978	3/31/90
Saint-Boniface	ACPU/MGEA	43	1983	1977	3/31/90
University of Manitoba	CAUT	886	1974	1975	3/31/90
University of Winnipeg	CAUT	245	1981	1982	3/31/90
NEW BRUNSWICK					
Universite de Moncton	ACPU	327	1976	1977	6/30/90
Mount Allison University	CAUT	116	1982	1984	6/30/91

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration
NEW BRUNSWICK (Cont.)					
St. Thomas University	CAUT	84	1976	1977	6/30/90
Saint-Louis Maillet	ACPU	49	1972	1972	8/31/91
Shippagan	ACPU	24	1978	1978	6/30/92
University of New Brunswick	CAUT	592	1979	1980	6/30/91
NEW FOUNDLAND					
Memorial University	CAUT	927	1988	1988	3/31/90
NOVA SCOTIA					
Acadia University	CAUT	225	1976	1977	7/92
Dalhousie University	CAUT	711	1978	1978	6/30/90
Mount St. Vincent University	CAUT	148	1989	1989	3/31/91
Nova Scotia College of Art and Design	CAUT	60	1985	1985	6/30/90
St. Francis Xavier University	CAUT	123		---	

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration
NOVA SCOTIA (Cont.)					
Saint Mary's University	CAUT	200	1974	1974	8/31/91
o Professional Librarians	CAUT	7	1974	1974	8/31/91
Technical University of Nova Scotia	CAUT	112	1980	1980	6/30/92
Universite Sainte-Anne	ACPU	38	1982	1980	6/30/89
University College of Cape Breton	CAUT	98	1975	1976	6/30/91
ONTARIO					
Algoma University College	CAUT	33	1976	1980	6/30/91
Algonquin Community College	OPSEU[3]	795	1971	1971	8/31/89
Cambrian Community College	OPSEU	392	1971	1971	8/31/89
Canadore Community College	OPSEU	202	1971	1971	8/31/89
Carleton University	CAUT	689	1975	1975	4/30/91
Centennial Community College	OPSEU	506	1971	1971	8/31/89
Conestoga Community College	OPSEU	382	1971	1971	8/31/89

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration
ONTARIO (Cont.)					
Confederation Community College	OPSEU	252	1971	1971	8/31/89
Durham Community College	OPSEU	231	1971	1971	8/31/89
Fanshawe Community College	OPSEU	609	1971	1971	8/31/89
George Brown Community College	OPSEU	783	1971	1971	8/31/89
Georgian Community College	OPSEU	324	1971	1971	8/31/89
Hearst University	ACPU	12	1982	1983	6/30/91
Humber Community College	OPSEU	660	1971	1971	8/31/89
Lakehead University	CAUT	273	1979	1981	6/30/90
o Professional Librarians	CAUT	11	1979	1981	6/30/90
Lambton Community College	OPSEU	161	1971	1971	8/31/89
Laurentian University	CAUT	278	1979	1980	6/30/92
Loyalist Community College	OPSEU	193	1971	1971	8/31/89
Mohawk Community College	OPSEU	609	1971	1971	8/31/89
Niagara Community College	OPSEU	307	1971	1971	8/31/89
Northern Community College	OPSEU	172	1971	1971	8/31/89

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration
ONTARIO (Cont.)					
Ontario Institute for Studies in Education	CAUT	114	1977	1977	6/30/91
Ryerson Polytechnical Institute	None	590	1964	1966	7/1/89
St. Clair Community College	OPSEU	379	1971	1971	8/31/89
St. Lawrence Community College	OPSEU	388	1971	1971	8/31/89
Sault Community College	OPSEU	200	1971	1971	8/31/89
Seneca Community College	OPSEU	685	1971	1971	8/31/89
Sheridan Community College	OPSEU	553	1971	1971	8/31/89
Sir Sandford Fleming Community College	OPSEU	334	1971	1971	8/31/89
Trent University	CAUT	200	1980	1981	6/30/90
University of Ottawa	CAUT	944	1975	1976	4/30/90
University of Windsor	CAUT	547	1977	1976	6/30/90
York University	CAUT	1,067	1977	1976	4/30/91

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration
QUEBEC					
Bishop's University	FAPUQ[2]/CAUT	99	1976	1976	12/31/91
Concordia University	FAPUQ/CAUT	715	1981	1981	5/31/89
Ecole Polytechnique	FAPUQ	194	1979	1979	5/31/91
Institut Armand Frappier	FAPUQ	36	1979	1980	3/31/89
Institut National de la Recherche Scientifique	CEQ[3]	55	1973	1973	11/30/89
Universite Laval	ACPU	1,063	1975	1977	5/30/88
Universite de Montreal	FAPUQ	1,200	1975	1975	5/31/91
Universite du Quebec a Chicoutimi	CEQ	210	1979	1979	2/28/89
Universite du Quebec a Hull	None	105	1980	1980	2/28/89
Universite du Quebec a Montreal	CSN[4]	900	1971	1971	2/28/89
Universite du Quebec dans l'Ouest	CEQ	58	1982	1982	2/28/89
Universite du Quebec a Rimouski	CSN	150	1973	1973	2/28/89

Institution	Affiliation	Unit Size	Cur. Agent Elected	Initial Contract++	Contract Expiration
QUEBEC (Cont.)					
Universite du Quebec a Trois-Rivieres	FAPUQ	300	1971	1971	2/28/89
Universite de Sherbrooke	FAPUQ	335	1974	1976	6/30/89
SASKATCHEWAN					
St. Thomas More College	CAUT	37	1977	1977	6/30/90
University of Regina	CAUT	550	1977	1977	6/30/90
o Admin./Tech./Support	CAUT	80	1978	1978	6/30/90
o Campion College	CAUT	12	1977	1977	6/30/90
o Luther College	CAUT	14	1977	1977	6/30/90
University of Saskatchewan	None	980	1977	1977	6/30/86
TOTAL FACULTY MEMBERS					
Under provisions of provincial labor legislation at Canadian universities.		28,574 (excluding CSN and CEQ affiliates)			

SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES***

Institution	Affiliation	Bargaining Unit Size	Provisions
BRITISH COLUMBIA			
British Columbia	CAUT	1,776	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment."
Simon Fraser	CAUT	476	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
ONTARIO			
Toronto	CAUT	1,761	Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in arbitration.
Guelph	CAUT	556	Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.
PRINCE EDWARD ISLAND			
Prince Edward Island	CAUT	159	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions not part of Special Plan Bargaining arrangement.

FOOTNOTES

*Information provided by Canadian Association of University Teachers, Ottawa. Most local associations have independent bargaining agent status. CAUT does not hold certificates.

**Statutory recognition in 1982.

***Faculty association and Board of Governors engage in bargaining outside the scope of labor legislation.

1. Canadian Association of University Teachers/Association Canadienne des Professeurs.

2. Federation des Associations de Professeurs des Universites du Quebec.

3. Centrale de l'Enseignement du Quebec.

4. Confederation des Syndicats Nationaux.

5. Ontario Public Service Employees Union.

SUMMARY OF ELECTIONS, UNITED STATES

JANUARY 1 - DECEMBER 31, 1989

SUMMARY OF ELECTIONS - 1989

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year College
Cincinnati Technical College	OH	135	AAUP No Agent	AAUP	2
Santa Rosa Junior College	CA	1170	AFT-333 IND-242 NEA-133 No-Agent-3 RUNOFF IND-477 AFT-401	IND	2
Santa Rosa Junior College (Sonoma Developmental Center)	CA	237	AFT-94 NEA-22 IND-4 No-Agent-1	AFT	2
University of Pittsburgh (Part-time)	PA	660	AAUP/AFT-329 No-Agent-280	AAUP/AFT	4

B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	New Agent	Former Agent	2/4 Year College
College of DuPage	IL	256	NEA-89 IND-86 AFT-46 No Agent-2 RUNOFF NEA-125 IND-97	NEA	IND	2

B. CHANGE IN AGENT STATUS - Continued

*Niagara University	NY	140	IND AAUP	AAUP	IND	4
Owens Technical College	OH	90	AFT-66 No Agent-5	AFT	IND	2
Parkland College	IL	175	AFT-40 No Agent-4	AFT	IND	2
Pierce College	WA	96 ft 300 pt	SEIU IND	IND	SEIU	2
*Post College	CT	26	AAUP-25 No Agent-0	AAUP	IND	4
Ulster Community College	NY	86	NEA IND	NEA	IND	2

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C. CHALLENGE TO AGENT STATUS

No successful challenge to agent status was reported whereby the existing agent lost representation rights.

D. AGENTS DECERTIFIED

Institution	State	Unit Size	Vote	Agent Decertified	2/4 Year College
*Marymount University	VA	51	N/A	AAUP	4

SUMMARY OF ELECTIONS - 1989 - Continued

E. NO AGENT VOTES

Institution	State	Unit Size	Vote	Agent Defeated	2/4 Year College
Miami University	OH	---	No Agent-416 MFA/AAUP-243	MFA/AAUP	4
Montana State University	MT	---	No Agent-285 AFT-119	AFT	4

F. FIRST CONTRACTS SIGNED IN 1989

Institution	State	Unit Size	Agent	Contract Expiration	2/4 Year College
City Colleges of Chicago (Professional Staff)	IL	250	AFT	7/93	2
Hudson County Community College	NJ	45	NJEA/NEA	6/91	2
Hudson County Community College (Administrators)	NJ	23	NJEA/NEA	6/91	2
Massachusetts State Colleges (Part-time)	MA	1050	MTA/NEA	8/92	4

STATISTICAL ANALYSIS

Note: The information contained in this section reflects the use of a new NCSCBHEP data base. "Other than faculty" agents and contracts have been deleted from the faculty Directory and will be included in a new directory be published by the Center. See Table 18 for a listing of all deleted units.

To ease the transition from the 1989 to 1990 faculty Directory, and for comparative purposes, an adjusted data base was established. This new data base removes "other than faculty" units from the 1989 calculations and then uses the revised numbers to compute increases or decreases. See page 126A for a summary of the adjusted data base.

"HOW WE COUNT"

Due to the peculiarities of the demographics of collective bargaining in higher education, we continued to receive queries as to the methods we employ to "count". Set forth below are several explanations as to our "counting" process which, we hope, will be of value to the reader.

INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (University of Montana), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent and/or one contract. The current volume of the Directory shows over 400 agents in institutions involved in faculty collective bargaining. However, this figure embraces more than 1,000 campuses. In the example of SUNY, although there are 30 campuses, for the purposes of the Directory this is tabulated as one institution, one agent and 30 campuses.

CAMPUSES: To present another demographic perspective, we also have included a campus "count". Campuses are defined in accordance with the National Center for Education Statistics measure as having the following characteristics: a permanent administration, offer programs at least two years in length, and are located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 30 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc., however, all are covered by a single agreement. Our own college, Baruch, is one of the 19 campuses included in CUNY and, while reflected in the campus count, is subsumed under CUNY in the institution count.

TWO YEAR/FOUR YEAR: Those institutions that contain two-and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count. For example, Queensborough Community College is shown as a unionized two-year campus but its collective bargaining agreement status is tabulated as one of the 19 campuses under one institution, CUNY.

"WHO WE COUNT"

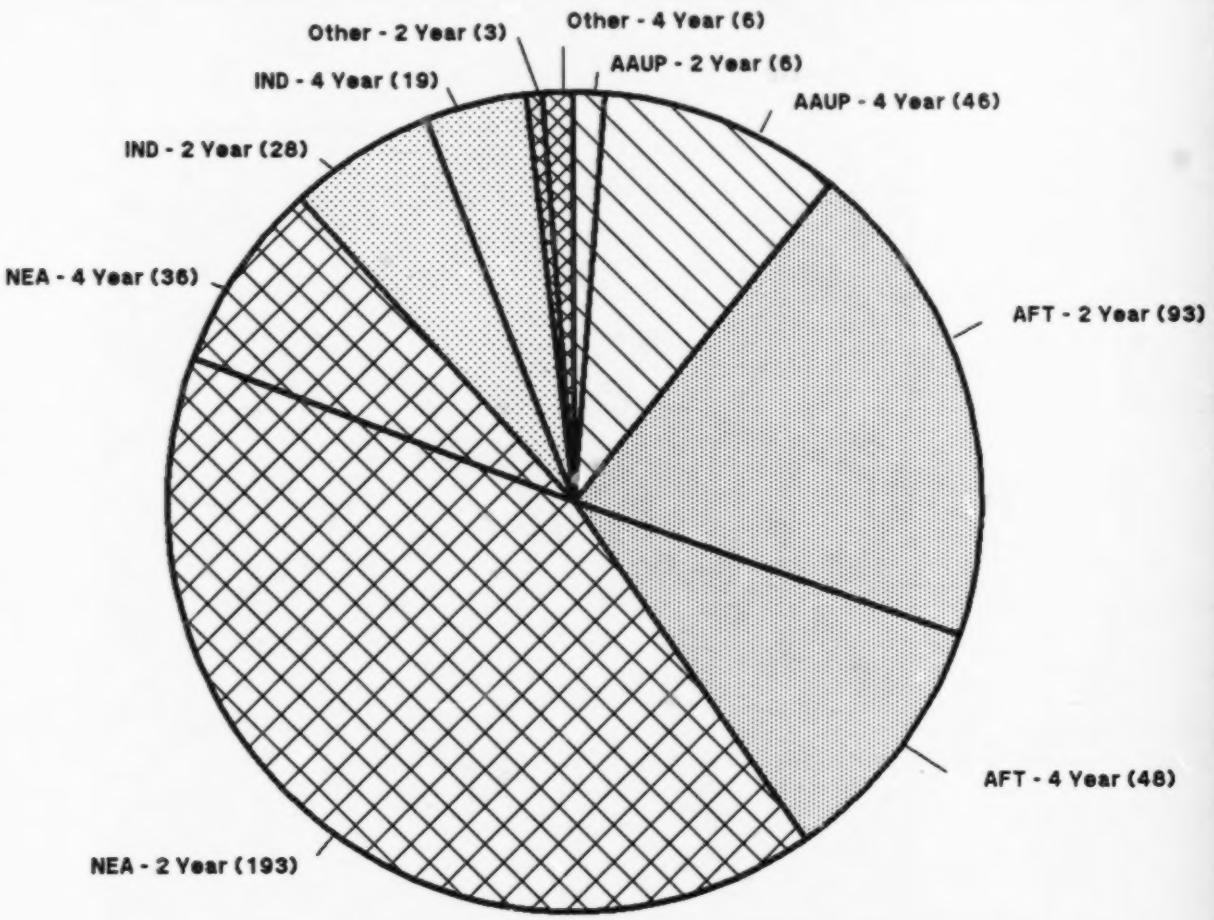
This Directory includes full time and part-time faculty, administrators, chairpersons, and other professional staff bargaining units. Professional staff is defined, but not limited to, librarians, counselors, computer specialists, registrars and related titles. It should be noted that at some institutions, librarians and counselors have faculty status, while at others, they are considered administrators. Excluded from the Directory are academic support staff (non-professional) health care support staff and graduate and teaching assistants. We acknowledge the existence of some overlap between groups and will make efforts to refine them in future volumes.

TABLE ONE

RECOGNIZED FACULTY BARGAINING AGENTS -- PUBLIC AND PRIVATE
1990

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	22	24	23	7	3	0	2	0	1	1	2	1	0	86
INSTITUTIONS	2	3	88	188	25	1	1	0	0	1	0	0	2	1	310
	TOTAL	25	112	211	32	4	1	2	0	2	1	2	3	1	N=396
PRIVATE	4	17	20	10	8	0	0	0	1	1	0	0	0	3	60
INSTITUTIONS	2	1	3	4	2	0	0	0	0	0	0	0	0	0	10
	TOTAL	18	23	14	10	0	0	0	1	1	0	0	0	3	N=70
SUMMARY OF RECOGNIZED AGENTS	4	39	44	33	15	3	0	2	1	2	1	2	1	3	146
	2	4	91	192	27	1	1	0	0	1	0	0	2	1	320
	TOTAL	43	135	225	42	4	1	2	1	3	1	2	3	4	N=466

Table Two
Recognized Faculty Bargaining Agents
in Two- and Four-Year Institutions, 1990


Other - 2 Year (3)
Other - 4 Year (6)
AAUP - 2 Year (6)
IND - 4 Year (19)
AAUP - 4 Year (46)
IND - 2 Year (28)
NEA - 4 Year (36)
AFT - 2 Year (93)
AFT - 4 Year (48)
NEA - 2 Year (193)

Dual agent affiliation membership status credited to both institutions

TABLE THREE

FACULTY COLLECTIVE BARGAINING AGREEMENTS
1990

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	19	22	23	5	3	0	2	0	1	1	2	1	0	79
INSTITUTIONS	2	3	86	185	25	1	1	0	0	1	0	0	2	1	305
TOTAL		22	108	208	30	4	1	2	0	2	1	2	3	1	N=384
PRIVATE	4	17	20	8	6	0	0	0	1	1	0	0	0	2	55
INSTITUTIONS	2	1	3	4	2	0	0	0	0	0	0	0	0	0	10
TOTAL		18	23	12	8	0	0	0	1	1	0	0	0	3	N=65
SUMMARY OF BARGAINING AGREEMENTS	4	36	42	31	11	3	0	2	1	2	1	2	1	2	134
	2	4	89	189	27	1	1	0	0	1	0	0	2	1	315
TOTAL		40	131	220	38	4	1	2	1	3	1	2	3	3	N=449

TABLE FOUR

ANALYSIS OF BARGAINING AGENTS & COLLECTIVE BARGAINING AGREEMENTS

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
RECOGNIZED AGENTS	4	39	44	33	15	3	0	2	1	2	1	2	1	3	146
	2	4	91	192	27	1	1	0	0	1	0	0	2	1	320
	TOTAL	43	135	225	42	4	1	2	1	3	1	2	3	4	N=466
COLLECTIVE BARGAINING AGREEMENTS	4	36	42	31	11	3	0	2	1	2	1	2	1	2	134
	2	4	89	189	27	1	1	0	0	1	0	0	2	1	315
	TOTAL	40	131	220	38	4	1	2	1	3	1	2	3	3	N=449
BARGAINING UNITS WITHOUT AGREEMENTS		3	4	5	4	0	0	0	0	0	0	0	0	1	N=17

Table Five

Faculty Bargaining Agents and Collective Bargaining Agreements (CBA's)
Public and Private Institutions, 1974-1989

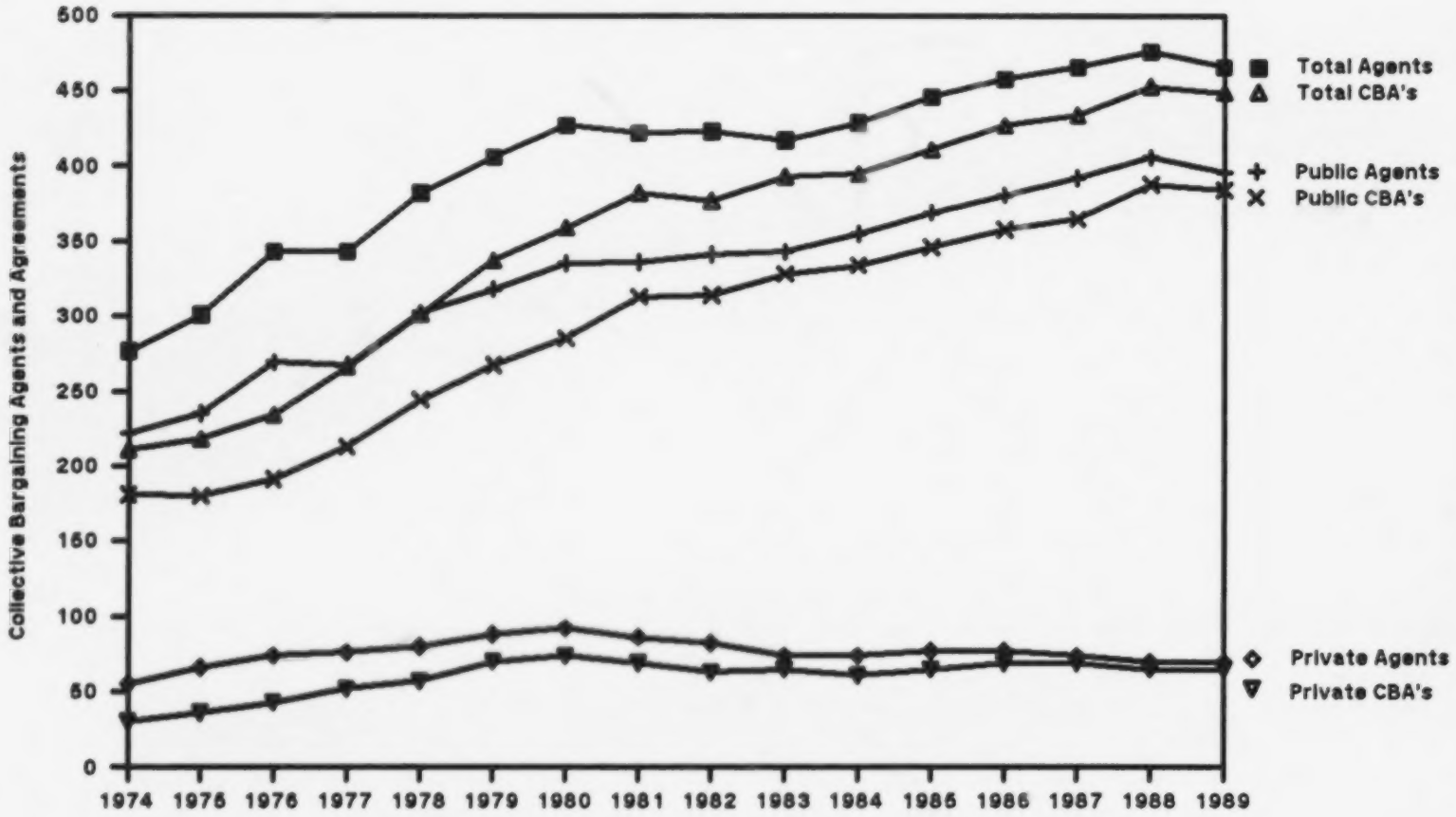


Table Six

Faculty Bargaining Agents and Collective Bargaining Agreements in Two- and Four-Year Institutions, 1974-1989

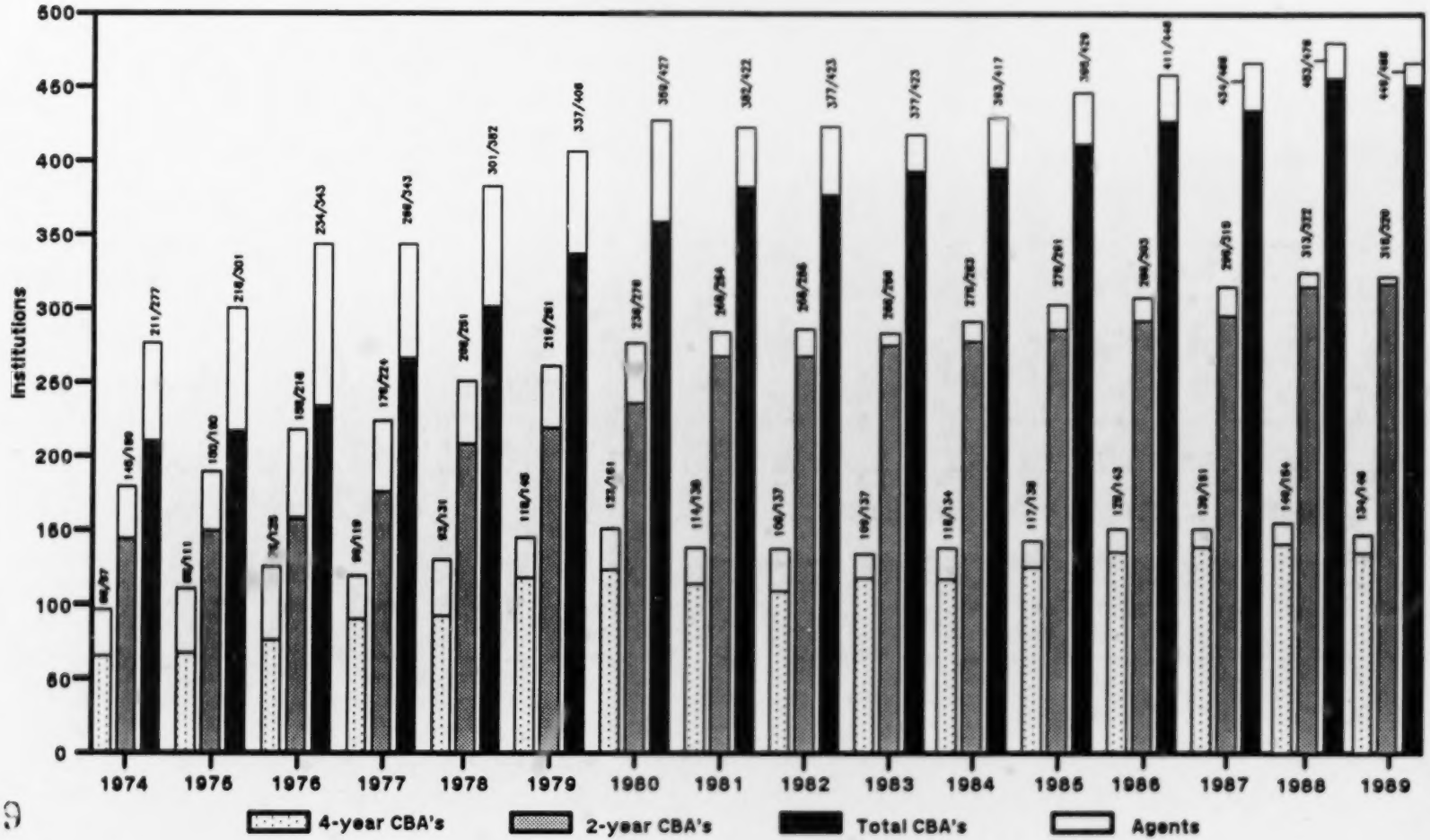


TABLE SEVEN[1]

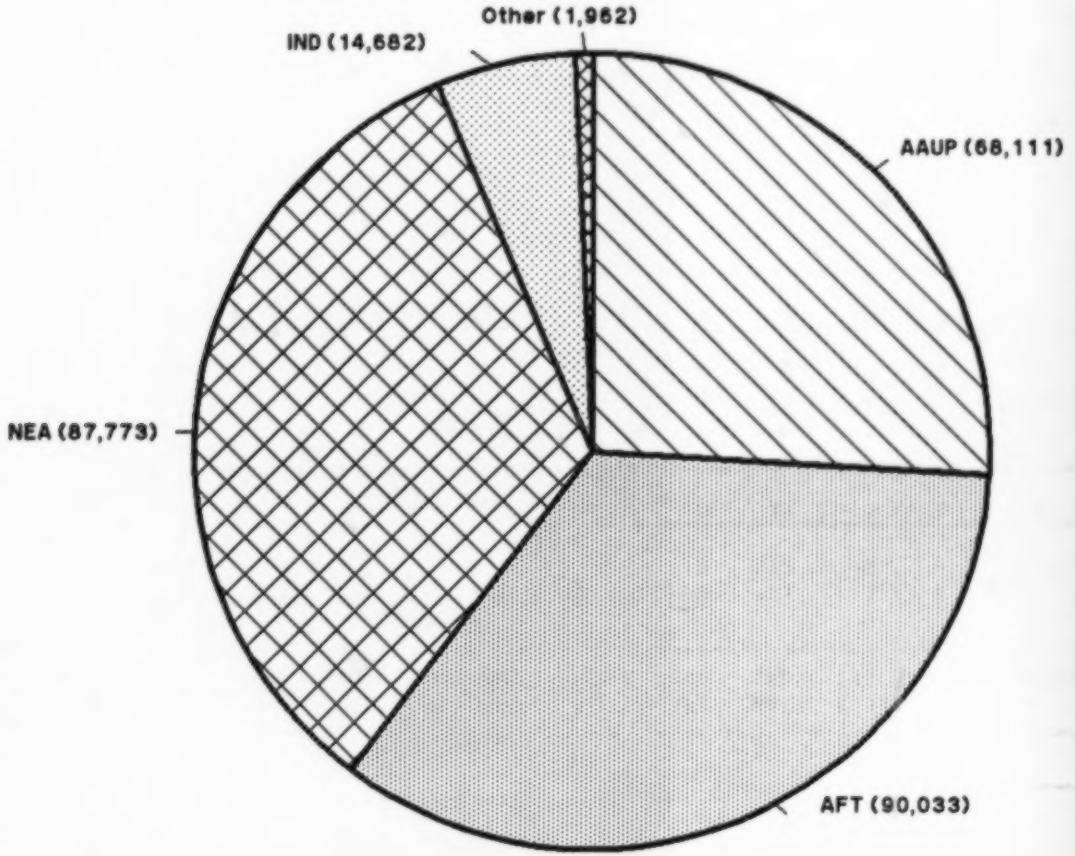
FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS IN PUBLIC AND PRIVATE, TWO- AND FOUR-YEAR INSTITUTIONS 1990

	YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC	4	19,055	33,768	22,667	1,848	17,725	0	23,400	0	350	550	110	279	0	119,752
	2	902	35,171	40,012	8,526	110	223	0	0	1,850	0	0	157	396	87,347
TOTAL		19,957	68,939	62,679	10,374	17,835	223	23,400	0	2,200	550	110	436	396	207,099
PRIVATE	4	3,619	2,886	834	428	0	0	0	35	920	0	0	0	1,020	9,742
	2	180	115	87	175	0	0	0	0	0	0	0	0	0	557
TOTAL		3,799	3,001	921	603	0	0	0	35	920	0	0	0	1,020	10,299
SUMMARY OF UNIT SIZE	4	22,674	36,654	23,501	2,276	17,725	0	23,400	35	1,270	550	110	279	1,020	129,494
	2	1,082	35,286	40,099	8,701	110	223	0	0	1,850	0	0	157	396	87,904
TOTAL		23,756	71,940	63,600	10,977	17,835	223	23,400	35	3,120	550	110	436	1,416	217,398

[1]Represents both full-time and part-time faculty members included in certified bargaining units. No distinction is made with respect to union membership.

Table Eight

Faculty Represented by Certified Bargaining Agents, 1990



Dual agent affiliation membership status credited to both organizations

TABLE NINE

CAMPUSES REPRESENTED BY RECOGNIZED FACULTY BARGAINING AGENTS - PUBLIC AND PRIVATE 1990

	YEAR	AAUP	AFT	NEA	IND	AAUP/AFT/NEA	AAUP/NEA	AFT/IND	AAUP/IND	NEA/IND	AFGE	AFSCME	OTHER	TOTAL
PUBLIC INSTITUTIONS	4	55	131	78	26	23	0	29	0	1	1	2	4	0	350
	2	7	170	330	40	3	1	0	0	12	0	0	8	1	572
	TOTAL	62	301	408	66	26	1	29	0	13	1	2	12	1	N=922
PRIVATE INSTITUTIONS	4	19	22	11	8	0	0	0	1	2	0	0	0	8	71
	2	4	4	4	2	0	0	0	0	0	0	0	0	0	14
	TOTAL	23	26	15	10	0	0	0	1	2	0	0	0	8	85
SUMMARY	4	74	153	89	34	23	0	29	1	3	1	2	4	8	421
	2	11	174	334	42	3	1	0	0	12	0	0	8	1	586
	TOTAL	85	327	423	76	26	1	29	1	15	1	2	12	9	N=1,007

Table Ten
The Distribution of Faculty Unionization
by Two- and Four-Year Campuses, 1990

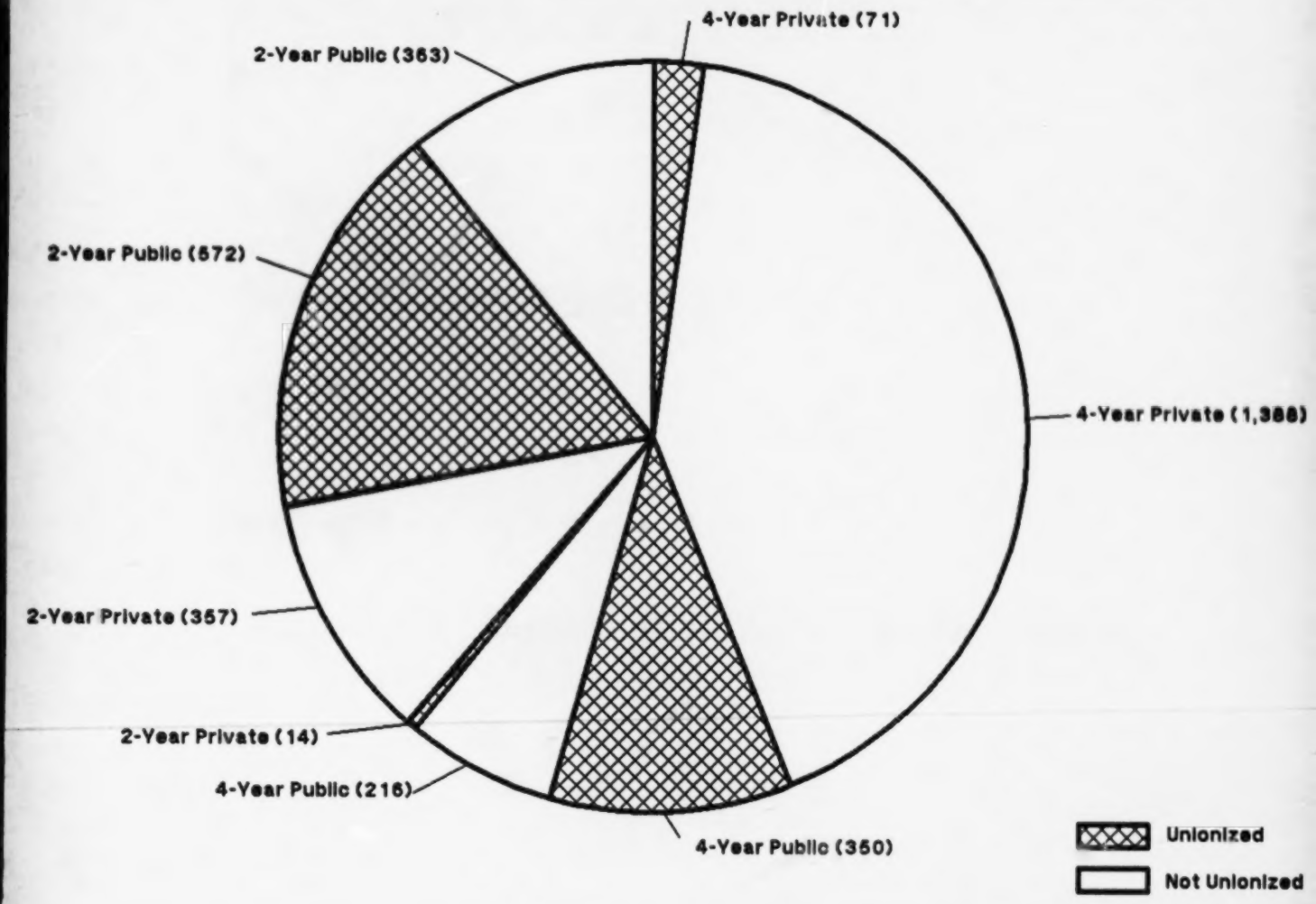
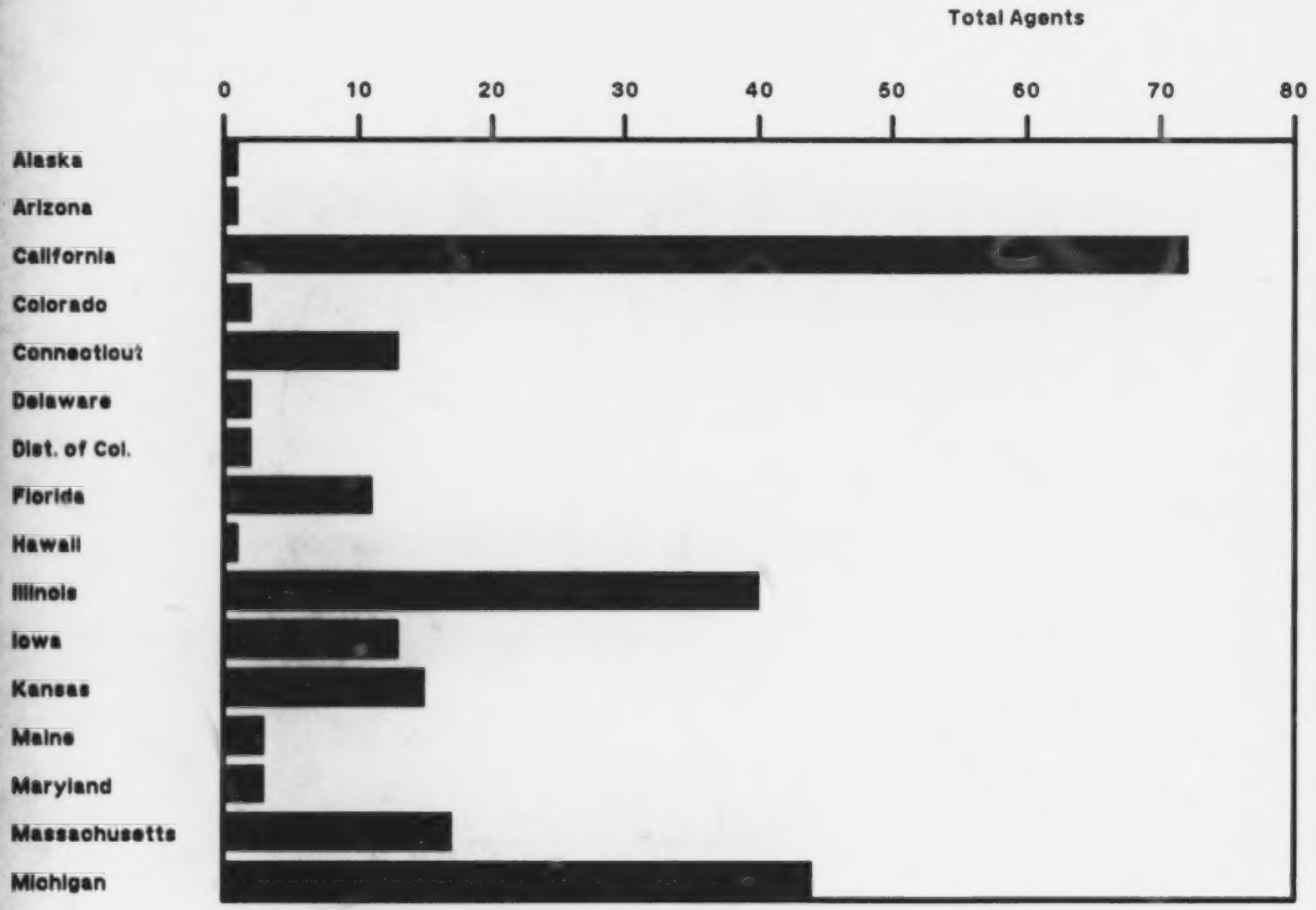


Table Eleven

Geographic Distribution of Faculty Bargaining Agents, 1990



(Table Eleven Continued)

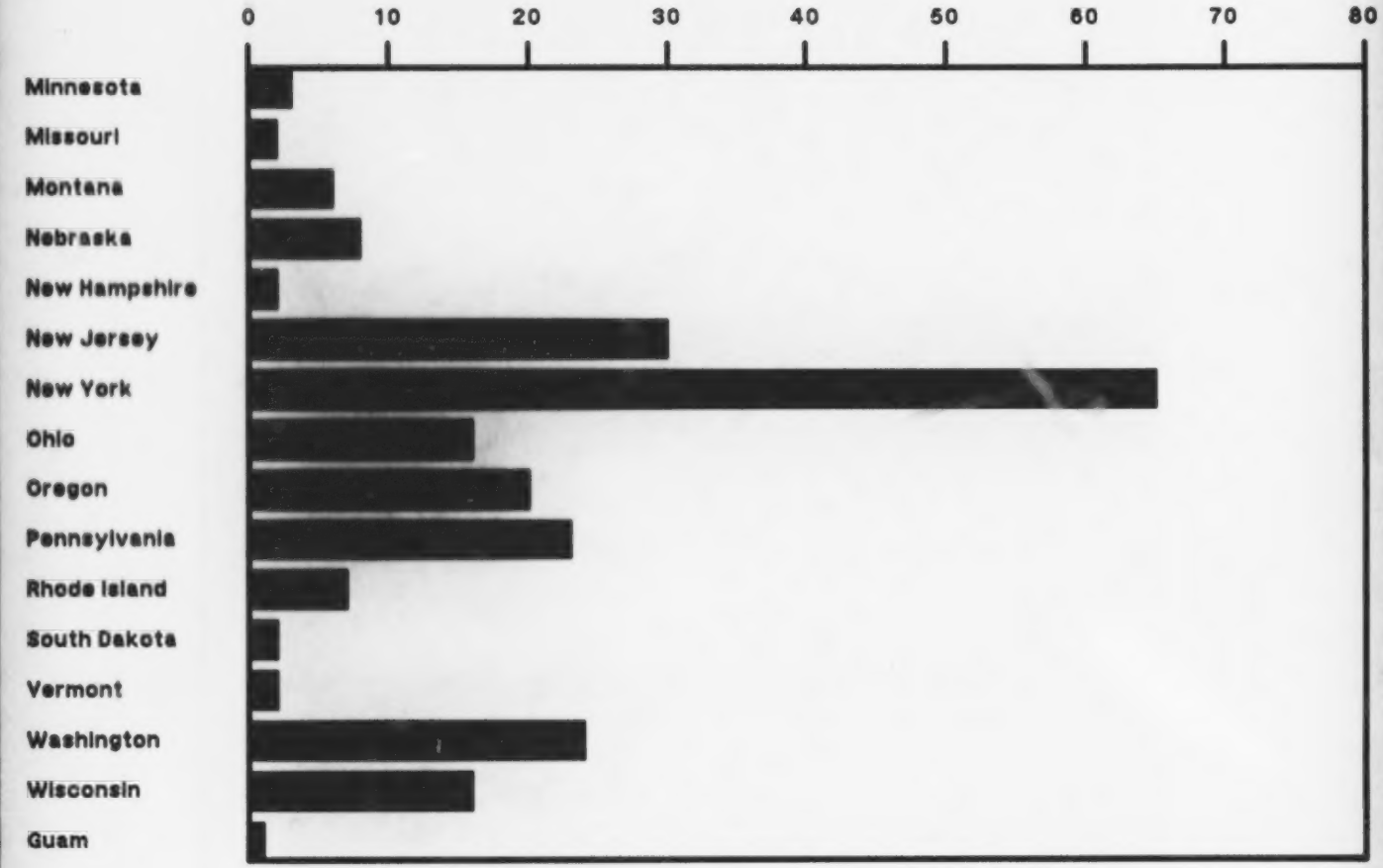


TABLE TWELVE

GEOGRAPHIC DISTRIBUTION OF BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS (CBA) IN TWO- AND FOUR-YEAR INSTITUTIONS
1990

State	4-Year Agents	4-Year CBA	2-Year Agents	2-Year CBA	Total Agents	Total CBA
Alaska	0	0	1	1	1	1
Arizona	0	0	1	1	1	1
California	9	8	63	62	72	70
Colorado	1	1	1	0	2	1
Connecticut	9	9	4	4	13	13
Delaware	2	2	0	0	2	2
District of Columbia	2	2	0	0	2	2
Florida	3	2	8	8	11	10
Hawaii	1	1	0	0	1	1
Illinois	3	3	37	35	40	38
Iowa	1	1	12	12	13	13
Kansas	1	1	14	14	15	15
Maine	2	2	1	1	3	3
Maryland	1	0	2	2	3	2
Massachusetts	12	12	5	4	17	16
Michigan	16	14	28	28	44	42
Minnesota	2	2	1	1	3	3
Missouri	1	1	1	1	2	2
Montana	4	4	2	2	6	6
Nebraska	3	2	5	5	8	7
New Hampshire	2	2	0	0	2	2
New Jersey	10	9	20	19	30	28
New York	27	25	38	38	65	63
Ohio	8	8	8	8	16	16
Oregon	5	5	15	15	20	20
Pennsylvania	9	8	14	14	23	22
Rhode Island	6	6	1	1	7	7
South Dakota	2	2	0	0	2	2
Vermont	2	1	0	0	2	1
Washington	0	0	23	23	23	23
Wisconsin	1	1	15	15	16	16
Guam	1	1	0	0	1	1
TOTAL	146	135	320	314	466	449

TABLE THIRTEEN

SUMMARY OF DECERTIFICATIONS[1]

Year	Institution	State	2/4	Unit Size	Agent	Year Agent Elected
1976	*New England College	NH	4		AFT	
1977	*Jamestown College	ND	4		NEA	
1980	Delaware Technical & CC	DE	2	230	NEA	1974
1980(Y)[2]	*Catholic Univ. of America Law School	DC	Grad.	22	Ind.	1977
1980(Y)	*Yeshiva University	NY	4	200	Ind.	1976
1981(W)	*Goddard College	VT	4	10	AFT	1975
1981(Y)(W)[3]	*Mount Vernon College	DC	4	25	AAUP	1977
1981(Y)	*Salem College	WV	4	64	NEA	1979
1981(W)	Southwestern Michigan Coll.	MI	2	35	NEA	1969
1981(Y)	*University of Albuquerque	NM	4		AFT	1982
1982(Y)(W)	*Ashland College	OH	4	82	AAUP	1972
1982(Y)(W)	*Curry College	MA	4	95	AAUP	1979
1982(Y)(W)	*Daemen College	NY	4	80	AAUP	1979
1982(Y)(W)	*Drury College	MO	4	60	AAUP	1979
1982(Y)	*College of Osteopathic Medicine & Surgery	IA	4	65	AFT	1975
1982(Y)	*Ithaca College	NY	4	--	AFT	1978
1982(Y)	*Stevens Institute of Tech.	NJ	4	109	AAUP	1976
1982(Y)	*Thiel College	PA	4	63	AAUP	----
1982(Y)	*Wagner College	NY	4	105	AFT	1979
1983(Y)	*Ohio Northern University	OH	4	145	NEA	1979
1983(Y)	*Seton Hall University	NJ	4	350	AFT	1982
1983(Y)	*Stephens College	MO	4	120	AFT	1979
1983(Y)	*University of New Haven	CT	4	130	AFT	1979
1984(Y)	*Boston University	MA	4	860	AAUP	1975
1984(Y)	*Polytechnic Institute of NY	NY	4	220	AAUP	1971
1985(Y)	*Lewis University	IL	4	97	Ind.	1975
1985(W)	*Cottey College	MO	2	30	AFT	1976
1987	*U. of Dubuque Seminary	IA	2	13	NEA	1973
1987(Y)	*Curry College	MA	4	89	AAUP	1979
1987(Y)	*Fairleigh Dickinson Univ.	NJ	2/4	495	AAUP	1974
1987(W)	Rutgers Univ. (Part-time)	NJ	4	80	Ind.	1978
1987	Lansing C.C. (Admin. Assn.)	MI	2	60	Ind.	1977
1988(Y)	*U. of Dubuque	IA	4	60	NEA	1973
1989 (Y)(W)	*Marymount University	VA	4	51	AAUP	1989

[1] For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified agent to "No-Agent" or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative." Those instances in which the certified agent was challenged by a competing organization and subsequently lost its certificate are not considered technical decertifications and are listed under "Change in Agent Status."

[2] Y - Results of Yeshiva litigation.

[3] W - Union voluntarily withdrew its certification.

TABLE FOURTEEN

ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

Institution	State	Unit Size	Agent/Status	Year Agent Elected
Adrian College	MI	56	NEA-NM[1]	'75
American International College	MA	--	AAUP-M[1]	--
American Univ. English Lang. Institute	DC	37	ELIFA-NM[1]	'82
Ashland College	OH	82	AAUP-D,W[1]	'72
Boston University	MA	860	AAUP-D,M	'75
Bradford College	MA	29	IBT-NM,NA[1]	'82
Catholic Univ. of America Law School	DC	22	IND-D,M	'77
College of Osteopathic Medicine	IA	65	AFT-D,M	'76
College of Saint Rose	NY	--	NEA-M	--
College of Saint Theresa	MN	--	IND-W	--
Cooper Union	NY	55	AFT-NM	'74
Curry College	MA	95	AAUP-D,W	'79
Daemen College	NY	80	AAUP-D,W	'79
Dean Academy and Junior College	MA	--	AFT-M	--
Drury College	MO	60	AAUP-D,W	'79
Duquesne Univ. Law School	PA	26	IND-M	--
Fairleigh Dickinson University	NJ	495	AAUP-D,M	'74
Florida Memorial College	FL	40	UFF/AFT-NM	'79
Ithaca College	NY	--	NYSUT/AFT-D,M	'78
Kendall School of Design	MI	50	NEA-NM	'74
Lewis & Clark Community College	OR	75	AAUP-NM,AP[1]	'79
Lewis University	IL	97	IND-D,M	'75
Livingstone College	NC	77	AFT-M	--
Long Island Univ.-Brooklyn	NY	250	AFT-W	'76
Long Island Univ.-C.W. Post	NY	350	AFT-W	'76
Long Island Univ.-Coll. of Pharmacy	NY	25	AAUP-W	'78
Long Island Univ.-Southampton	NY	72	AFT-W	'76
Loretto Heights College	CO	100	NEA-NM-Closed '88	'72
Marymount College of Virginia	VA	51	NEA-NM,AAUP-W '89	'75
Milton College	WI	35	AFT-Closed '82	'79
Montefiore Hosp./Medical Center	NY	--	NYSFPD-NA,W	--
Mount Allison University	CAN	122	CAUT-NM	'82
Mount Vernon College	DC	25	AAUP-DW	'77
Nasson College	ME	30	AFT-Closed '82	'77
New York Medical College	NY	--	AFT-NM,NA	--
Ohio Northern University	OH	145	NEA-D,M	'79
Parsons School of Design	NY	--	AFT-NM,NA	--
Polytechnic Institute of NY	NY	220	AAUP-D,M	'71
Pratt Institute	NY	470	AFT-NM	'71
Puerto Rico Jr. College	PR	--	IND-NM	'75
Rio Grande College	OH	76	IND-W	'76
Saint Joseph College	ME	27	NEA-NM,AP	--
Salem College	WV	64	NEA-D,M	'79
Seattle University	WA	--	AAUP-W	--
Seton Hall University	NJ	350	AFT-D,M	'82

TABLE FOURTEEN (Continued)

Institution	State	Unit Size	Agent/Status	Year Agent Elected
ROSTER OF INSTITUTIONS (Cont'd.)				
Simon's Rock of Bard College	MA	27	AAUP-W	'84
Southern Oregon State College	OR	193	IND-NM	'73
Stephens College	MO	120	AFT-D,M	'79
Stephens Inst./Acad. of Art Coll.	CA	--	IND-NM	'76
Stevens Institute of Technology	NJ	109	AAUP-D,M	'76
Thiel College	PA	63	AAUP-D,M	--
University of Alaska	AK	--	NEA[2]	'82
University of Albuquerque	NM	92	AFT-D,M	--
University Central De Bayamon	PR	--	UPU-NM	--
University of Dubuque	IA	46	NEA-D,M	'73
University of New Haven	CT	130	AFT-D,M	'76
University of Pittsburgh	PA	1250	AAUP/AFT-M,AP	--
Villanova University	PA	--	AAUP-W	--
Wagner College	NY	105	AFT-D,M	'79
Witchita State University	KS	--	KEA[3]	--
Wilberforce University	OH	49	AAUP-NM	'79
Wordsworth Academy	PA	--	AFT-NM	--
Yeshiva University	NY	200	IND-D,M	'76

1. AP= Appeal Pending
   D= Decertified
   M= Managerial
   NA= "No Agent" Elected
   NM= Nonmanagerial
   W= Agent Withdrew, Voluntary Resolution

2. Public sector claim. ALRA held Yeshiva not applicable to the University of Alaska and further "...that if the faculty were to be considered managers... they would be entitled to a manager's unit or similarly designated unit." See Case no. UA-80-2 (1981).

3. Public sector claim. Kansas PERB held Yeshiva not applicable and found faculty at Wichita State University nonmanagerial. PERB ordered the designation of an appropriate bargaining unit as recommended by the hearing officer. See Case no. 75-UD-01-1980 (Kansas PERB (1981)).

TABLE FIFTEEN

COLLEGE CLOSINGS[1]

Institution	State	Agent	Unit Size	2/4 Year	Closing Date
*Antioch School of Law[2]	DC	AFT	16	3	1988
*Central YMCA Community College	IL	AFT	80	2	1983
*Colorado Women's College	CO	AAUP	42	4	1982
*Detroit Institute of Technology	MI	NEA	34	4	1981
*Loretto Heights College	CO	NEA	80	4	1988
*Milton College	WI	AFT	35	4	1982
*Nasson College	ME	AFT	30	4	1983
*Shaw College at Detroit[3]	MI	NEA	37	4	1983
Springfield Campus - University of South Dakota	SD	NEA	--	4	1984

[1]Institution previously cited in the Directory as having negotiated collective bargaining agreements.

[2]Antioch School of Law was subsumed by University of the District of Columbia Law School.

[3]U. S. Bankruptcy Court judge orders permanent closing of institution. (March, 1984)

TABLE SIXTEEN

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION[1]

STATE	Date of Legislation or Amendment
Alaska	1972
Arizona	Governing Boards[2]
California	1975 (2 yr.); 1978 (4 yr.)
Connecticut	1975
Delaware	1970
District of Columbia	1978[3]
Florida	1974
Hawaii	1970 (amend. 1975)
Illinois	1983
Iowa	1974
Kansas	1970 (2 yr.) (amend. 1974)
Maine	1974 (2 yr. voc. tech.) (amend. 1975) 1975 (all other)
Maryland	Governing Boards
Massachusetts	1974
Michigan	1973 (amend. 1976)
Minnesota	1971 (amend. 1976, 1980)
Montana	1973 (amend. 1975)
Nebraska	1972
Nevada	Governing Boards
New Hampshire	1975
New Jersey	1974 (amend.)
New York	1967
Ohio	1983
Oregon	1963 (2 yr.) (amend. 1975)
Pennsylvania	1970
Rhode Island	1958 (amend. 1973)
South Dakota	1969 (amend. 1974)
Vermont	1972 (amend. 1975)
Washington	1973 (2 yr.) 1987 (2 yr.)[4]
Wisconsin	1966 (2 yr.) (amend. 1974) (T.A.'s 1985)

[1]Public institutions only. Authority to engage in collective bargaining has existed since 1970 in private institutions under the National Labor Relations Act. See Introduction for discussion of pending legislation.

[2]No legislation. Governing Boards enacted policy enabling collective bargaining at institution. Not general for state institutions of higher education as a whole.

[3]Prior to 1978, Governing Boards policy enabled collective bargaining.

[4]The 1973 legislation was a "meet and confer" ruling. The 1987 bill authorizes collective bargaining.

TABLE SEVENTEEN

BARGAINING AGENTS CITED IN THIS DIRECTORY

AAUP	American Association of University Professors
ACA	Association of College Administrators
ACCF	Associated Community College Faculties
ACE	Association of Certified Educators
ACPU	Association Canadian des Professeur's d'Universite
AEA	Arizona Education Association
AFA	Adjunct Faculty Association
AFGE	American Federation of Government Employees
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
APA	Association of Professional Administrators
APSCUF	Association of Pennsylvania State College and University Faculties
CAUT	Canadian Association of University Teachers
CCCC	Congress of Connecticut Community Colleges
CCCEA	Central Community College Education Association
CCCTU	Cook County College Teachers Union
CEQ	Centrale de l'Enseignement du Quebec
CFA	California Faculty Association
CFT	California Federation of Teachers
CNA	California Nurses Association
CSEA	California State Employees Association
CSN	Confederation des Syndicats Nationaux
CTA	California Teachers Association
CWA	Communication Workers of America
ECCFF	Edison Community College Faculty Federation
ELIFA	English Language Institute Faculty Association
FAC	Florida Academic Congress
FAPUQ	Federations des Associations de Professeurs des Universities du Quebec
FSCAPE	Fort Scott College Association of Professionals Employees
FTP	Florida Teaching Profession
FUSA	Faculty United Service Association
GFT	Guam Federation of Teachers
IBT	International Brotherhood of Teamsters
IEA	Illinois Education Association
IFO	Inter-Faculty Organization
IFT	Illinois Federation of Teachers
IND	Independent
KEA	Kansas Education Association
LCCFA	Lower Columbia College Faculty Association
MCCC	Massachusetts Community College Council
MCCFA	Minnesota Community College Faculty Association
MEA	Michigan Education Association
MEA	Minnesota Education Association
MFT	Michigan Federation of Teachers
MGEA	Manitoba Government Employees Association
MSP	Massachusetts Society of Professors
MTA	Maine Teachers Association
MTA	Massachusetts Teachers Association

BARGAINING AGENTS (cont'd.)

NCCFT	Nassau Community College Federation of Teachers
NEA	National Education Association
NJEA	New Jersey Education Association
NYEA	New York Educator's Association
NYS Fed. Phy. Dent.	New York State Federation of Physicians and Dentists
NYSUT	New York State United Teachers
OEA	Ohio Education Association
OEA	Oregon Education Association
OFT	Oregon Federation of Teachers
OPAP	Organization of Professional Administration Personnel
OPEIU	Office of Professional Employees International Union
OPSEU	Ontario Public Service Employees Union
PaFT	Pennsylvania Federation of Teachers
PCCEA	Pima Community College Education Association
PCFA	Post College Faculty Association
PSC	Professional Staff Congress
PSEA	Penn State Education Association
SCEA	State Colleges Education Association (Nebraska)
SCFA	Santa Cruz Faculty Association
SEIU	Service Employees' International Union
SPSE	Society of Professional Scientists and Engineers
SRFBC	Simon's Rock Faculty Bargaining Council
TAA	Teaching Assistants Association
UAPD	Union of American Physicians and Dentists
UCCFF	United Community College Faculty of Florida
UEA	University Education Association
UFF	United Faculty of Florida
UFL	University Federation of Librarians
UHPA	United Hawaii Professional Assembly
UPC	United Professors of California
UPI	University Professionals of Illinois
UPU	Union De Profesores Universitaros
UUP	United University Professions
WEA	Washington Education Association
WEA	Wisconsin Education Association
WFT	Wisconsin Federation of Teachers
1199 NW	National Union of Hospital and Health Care Employees, AFL-CIO

TABLE 18

NON-FACULTY BARGAINING UNITS DELETED FROM MAIN BODY OF DIRECTORY

Institution	State	Agent	Unit	2/4
CSU System - Academic Support	CA	APC/AFT	1,661	4
CSU System - Health Care Support	CA	CSEA	434	4
Florida State Univ.-Graduate Assistants United	FL	UFF/FTP/NEA	3,300	4
Grays Harbor College	WA	NEA	50	2
Lake Superior State Univ.-Support Staff	MI	MEA/NEA	120	4
Marymount University	VA	AAUP	51	4
Mercer Cty C.C.-Tech. Assts.	NJ	AFT	40	2
Moraine Valley C.C.-Support Staff	IL	CCCTU/AFT	175	2
Northwest Tech. Col.-Fac. Support	OH	NEA	20	2
Rock Valley College	IL	Ind.		2
Sullivan County C.C.-Professional Staff	NY	NEA		2
U. of Calif.-Registered Nurses	CA	CNA	5,000	4
University of Colorado	CO	AFT		4
Univ. of Mich.-Teaching Assts.	MI	AFT	1,800	4
Univ. of Oregon-Graduate Teaching Assistants	OR	AFT	1,000	4
Univ. of Washington-Nursing Staff	WA	1199 NW	500	4
Univ. of Washington-Nursing Staff	WA	WA State NA	700	4
Univ. of Wisconsin-Madison-Teaching, Prog. & Proj. Assts.	WI	TAA/AFT	2,280	4
Vassar College-Professional Staff	NY	CWA	240	4

Adjusted Data Base for 1989-1990 Directory:
Selected Categories

	1989 Directory	1989 Adjusted	1990 Directory
AGENTS	476	457	466
Public	406	389	396
Private	70	68	70
4	154	141	146
2	322	316	320
CBA	453	435	449
Public	388	372	384
Private	65	63	65
4	140	127	134
2	313	308	315
FACULTY	226,875	209,504	217,398
Public	218,205	200,908	207,099
Private	8,670	8,596	10,299
4	140,951	123,865	129,494
2	85,924	85,639	87,904

"NO-AGENT" VOTES

1971 - 1989

"NO-AGENT" VOTES
1971 - 1989

State	Institution	Agent Defeated	Year	2/4
ALASKA	University of Alaska	NEA	1982	4
CALIFORNIA	*California Institute of the Arts	AFT	1975-	4
	Coachella Valley Community College	NEA	1978	2
	College of the Desert**	NEA	1979	2
	Imperial Valley College	NEA	1980	2
	North Orange County Community College**	NEA	1978	2
	Pasadena City College**	NEA	1977	2
	Univ. of California-Berkeley	AAUP	1980	4
	-Professional Scientist & Engineers of the Lawrence Livermore National Labs.	SPSE/CSEA	1983	4
	-Researchers	AFT	1986	4
	-UCLA	Ind.	1981	4
	*Univ. of San Francisco-College of Professional Studies	AFT	1983	4
COLORADO	University of Colorado**	AAUP/AFT	1975-	4
	-Boulder		1980	4
CONNECTICUT	Connecticut Technical College (Part-time Faculty)	AFT	1988	2
	*Wesleyan University	AAUP	1979	4
DISTRICT OF COLUMBIA	*Catholic University of America Law School	Ind.	1979	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
FLORIDA	Central Florida Community College	NEA	1977	2
		UFF	1988	2
	Florida Junior College	AFT	1975	2
	*Jacksonville University	AAUP	1975-	4
	Miami Dade Junior College	AFT	1975	2
		AFT	1984	2
	Okaloosa-Walton Junior College	NEA	1975	2
	Pensacola Junior College (Full & Part-time)	UFF/AFT	1979	2
	Polk Community College	AFT	1975	2
	Santa Fe Community College	NEA	1976	2
	St. Petersburg Junior College	NEA	1977	2
	Univ. of Florida-Gainesville**		1980	4
	Univ. of Florida-Institute of Food and Agric. Science	Ind.	1976	4
	*Univ. of Miami-Coral Gables	AAUP	1974	4
ILLINOIS	*College of Saint Francis	AFT	1975-	4
	Illinois State University	AAUP, AFT	1986	4
	Northern Illinois University	AAUP, UPI	1986	4
	Southern Illinois University-Carbondale	NEA, AFT/AAUP	1988	4
	Southern Illinois University-Carbondale (Administrative Professional Staff)	NEA, AFT	1988	4
	Southern Illinois University-Edwardsville	NEA, AFT/AAUP	1988	4
	Southern Illinois University-Edwardsville (Dental School)	NEA, AFT/AAUP	1988	4
	William Rainey Harper College**	NEA, AFT	1976	2
INDIANA	*Butler University	NEA	1977	4
	*University of Evansville	NEA	1979	4
KANSAS	University of Kansas	NEA, AAUP	1987	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MAINE	Maine Maritime Academy	AFT	1985	4
	*Ricker College	AFT	1975-	4
MASSACHUSETTS	*Anna Maria College	AAUP	1978	4
	*Bradford College	IBT	1982	2
	*Curry College**	AFT	1975	4
	*Dean Junior College	AFT	1975-	2
	Holyoke Community College** (subsequently affiliated with NEA under statewide system)	NEA	1971	2
	*Lasell Junior College	AFT	1976	2
	Massachusetts Maritime Academy	AFT, NEA	1975	4
	*Merrimack College	NEA	1976	4
	*New England Conservatory of Music	AAUP	1975	4
	*Northeastern University	AAUP, NEA	1975	4
	Quinsigmond Community College**	AFT	1975-	2
	Springfield Technical Community College**	AFT	1975-	2
MICHIGAN	*Albion College	AAUP, NEA	1975-	4
	American Institute of Technology	AAUP	1980	4
	Grand Valley State Colleges	NEA	1974	4
		NEA	1977	4
		NEA	1980	4
		NEA	1982	4
		NEA	1988	4
	*Lawrence Institute of Technology	AAUP	1975-	4
	Michigan State University	AAUP, NEA	1972	4
		AAUP, NEA	1978	4
		AAUP, NEA	1982	4
	Northern Michigan University**	NEA	1975	4
	*University of Detroit**	AAUP	1975-	4
		NEA	1975-	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
MINNESOTA	*Hamline University	AAUP	1975	4
	*Saint Theresa's College	AAUP	1980	4
	University of Minnesota			
	- Faculty**	AAUP	1978	4
	- Law School(Duluth & Twin Cities Campus)		1980	4
	- Health Science(Duluth & Cities Campus)		1980	4
	- Crookston Campus-Faculty		1980	4
	- Minneapolis-St. Paul	NEA,AAUP	1981	4
	- Teaching Assistants	AFT	1975	4
MISSOURI	*Cottey College	AFT	1985	4
	*Stephens College**	AFT,AAUP	1978	4
MONTANA	Montana State University	AAUP	1978	4
	University of Montana**	AAUP,AFT	1975	4
NEBRASKA	Univ. of Nebraska College of Dentistry	Ind.	1975	4
	University of Nebraska-Lincoln	AAUP	1976	4
NEW HAMPSHIRE	*Nathaniel Hawthorne College	AFT	1975	4
	University System of New Hampshire			
	- Durham Campus	AAUP,NEA	1977	4
	- Plymouth Campus	AAUP,NEA	1977	4
NEW JERSEY	*Centenary College for Women	AAUP	1977	4
	Somerset County College-Adjunct Unit	AFT	1982	2

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont'd.)				
NEW YORK	Corning Community College	AFT	1976	2
	*Fordham University	AAUP	1975-	4
		AAUP	1975-	4
	*Ithaca College**	AAUP,AFT	1975-	4
	*Manhattan College	AAUP	1971	4
	*Montefiore Medical Center	NYS Fed Phy/Dent	1982	4
	*New York Medical College	NYS Fed Phy/Dent	1982	4
	*New York University	AAUP,AFT	1975-	4
		AFT	1975-	4
	*Pace University	AFT	1975	4
		AAUP	1978	4
	*Parson's School of Design	AFT	1987	4
	*Paul Smith College	AFT	1985	2
	*Rensselaer Polytechnic Institute	AAUP	1975	4
	*Rosary Hill College	NEA	1975-	4
	*Saint Joseph's College	AFT	1976	4
	*Syracuse University	AAUP	1975-	4
	*Villa Maria College	AFT	1975-	2
NORTH CAROLINA	*Barber-Scotia College	NEA	1979	4
OHIO	*Antioch College	AAUP,AFT	1975-	4
	*Baldwin-Wallace College	AAUP	1975-	4
	Bowling Green State University	Ind.	1979	4
	*Oberlin College	Ind.	1974	4
	Ohio University	AAUP,NEA	1976	4
	University of Toledo	AAUP,AFT	1975-	4
OREGON	Eastern Oregon State College		1975	4
	Oregon College of Education	AAUP, AFT	1975-	4
	Oregon Institute of Technology	Ind.	1975	4
	Oregon State University	AAUP,AFT	1977	4
		NEA,AAUP	1983	4
	Treasure Valley Community College**	NEA	1977	2

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OREGON (Cont'd.)	Umpqua Community College	NEA	1975-	2
		NEA	1983	2
	University of Oregon	AAUP,AFT	1977	4
PENNSYLVANIA	Butler County Community College	NEA,Ind.	1976	2
	*King's College	AFT,NEA	1975-	4
	Pennsylvania State University	AAUP,NEA	1977	4
	*Philadelphia College of Art	AFT	1975-	4
	*Point Park College	AAUP	1974	4
	*Seton Hill College	NEA	1975-	4
	University of Pittsburgh	AFT	1977	4
	Univ. of Pittsburgh Health Professional Schools	AAUP,NEA	1975	4
	Univ. of Pittsburgh Law School	Ind.	1975	4
	Univ. of Pittsburgh-Provost Unit	AAUP,AFT,NEA	1976	4
	*Villanova University	AAUP	1975-	4
	*Waynesburg College	NEA	1976	4
	*Wilson College	PSEA/NEA	1977	4
RHODE ISLAND	*Rhode Island School of Design**	AFT	1975-	4
TENNESSEE	*Tusculum College	AFT	1972	4
VERMONT	Community College of Vermont	AFT	1985	2
	University of Vermont	AFT,AAUP,NEA	1976	4
VIRGINIA	*Randolph-Macon College	AAUP	1973	4
WASHINGTON	*Seattle University	AAUP	1975-	4
WISCONSIN	*Northland College**	AFT	1972	4

*Denotes private institution.

For purposes of this Directory, "No-Agent" Votes are defined as elections in which faculty chose not to be represented by a certified collective bargaining agent. At those institutions in which faculty subsequently elected to be represented, the symbol ** is used. Information on "No-Agent" Votes conducted prior to 1975 is not readily available, thus for those institutions the year 1975, followed by a dash, -, is used.

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